

University of California San Francisco

2021 Climate Survey

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Executive Summary

A. Overview

The 2021 UCSF Climate Survey was designed to measure the working and learning climate across the entire community, with a particular focus on diversity, equity, and inclusion. In drafting the questionnaire, we built on the work of prior surveys, including the UCSF faculty climate surveys conducted by Belden Russonello Strategists (2011, 2017), the UC-wide/UCSF climate survey conducted by Rankin in 2012/2013 and surveys conducted across other University of California campuses.

The universe for the survey includes all learners (students, post-doctoral scholars, residents, and fellows), staff, and faculty and other academics who are paid by UCSF. The survey was conducted online via a self-administered questionnaire, in English, Spanish, and Chinese. A total of 14,579 responses were collected from October 11 to December 3, 2021, including 2,416 academics (1,809 full time faculty and 607 others), 9,921 staff members, and 2,242 learners. The response rate for faculty was 56%, for staff 44% and for learners 35%. The data were weighted by role and other variables to ensure the data reflect the university population. A detailed methodology showing unweighted and weighted percentages is appended to the report, along with a set of tables illustrating crosstabulations.

The data from the survey reveal generally positive attitudes toward the campus climate. At the same time, the experience among historically underrepresented groups on campus is affected by perceptions of discrimination and unequal treatment.

B. Key Findings

1. Perceptions of the overall climate

The UCSF community offers generally positive evaluations of the climate overall:

- Seventy percent say they are very comfortable or comfortable with the climate at UCSF while only 11% describe themselves as uncomfortable or very uncomfortable.
- Majorities describe the UCSF climate as respectful (67%), friendly (66%), inclusive (60%) and consultative (52%).

- Majorities say they feel accepted at UCSF (75%) and connected to the institution (62%).

Most also believe they have some power to impact the climate at UCSF:

- Seventy-three percent say they are at least somewhat confident they can take actions that will positively affect the climate at UCSF.

2. PRIDE Values

Most are familiar with UCSF's articulation of PRIDE Values; they consider these values highly important and rate UCSF positively at creating a climate that embodies these values:

- Ninety-one percent are very or somewhat familiar with UCSF's PRIDE Values
- Nearly all say it is extremely or very important to them to work in an environment that upholds each of these values:
 - Professionalism: 94%
 - Respect: 98%
 - Integrity: 97%
 - Diversity: 93%
 - Excellence: 95%
- More than six in ten say UCSF is doing extremely or very well at creating an environment that embodies each of the values:
 - Professionalism: 73%
 - Respect: 67%
 - Integrity: 71%
 - Diversity: 65%
 - Excellence: 76%

3. Assessment of UCSF efforts to create a positive climate

The campus community rates UCSF well in many aspects of creating an equitable climate. For each of the following, far more rate the university as effective than ineffective:

- Promoting a climate that is free of discrimination based on:
 - Sexual orientation (73% effective; 4% ineffective)
 - Gender identity and expression (69% effective; 6% ineffective)

- Gender (65% effective; 8% ineffective)
 - Race and ethnicity (62% effective; 12% ineffective)
- Incorporating issues of diversity and cross-cultural competence into the curriculum (59% effective; 8% ineffective)
- Providing a clear process for reporting misconduct (56% effective; 13% ineffective)
- Providing a clear process for reporting charges of discrimination (53% effective; 12% ineffective)
- Providing appropriate resources and accommodations for persons with disabilities (52% effective; 7% ineffective)
- Providing support for those with caregiving responsibilities (44% effective; 14% ineffective)
- Providing support for childbearing/rearing leave (42% effective; 13% ineffective)

For some of the characteristics listed above, a high proportion indicate they “do not know” or offer a neutral rating. This is likely due to the lack of experience UCSF faculty, staff, and learners have with that specific aspect of UCSF's climate (e.g., an individual without disabilities may not be familiar with accommodations for those with disabilities).

4. Value of efforts to improve climate

Members of the campus community also see types of programmatic efforts to improve the climate as valuable. Two role-specific efforts were only presented to the audiences they are aimed at but are highly valued among those groups:

- Providing mentorship for new faculty (73% of faculty say it is very valuable)
- Providing career development opportunities for staff (71% of staff say it is very valuable)

Aside from these, the efforts overall most-commonly rated as very valuable across the whole community include:

- Providing access to counseling for people who have experienced sexual harassment (69%)
- Providing affordable childcare (68%)
- Providing access to counseling for people who have experienced racial harassment (65%)

- Creating a staff recruitment process improvement to minimize bias in hiring decisions (59%)
- Providing faculty with supervisory training (58%)
- Providing diversity and equity training for students/trainees (55%)
- Providing required diversity and equity training for all employees (54%)
- Creating a Safety Task Force to ensure that security protocols serve our community without discrimination, bias, or unnecessary use of force (53%)
- Providing a person to address students' and trainees' complaints of bias by faculty/staff in learning environments (e.g. classrooms, Clinic, Sim Lab) (53%)

5. Mentorship and sponsorship

Many, particularly among faculty and learners, report having a mentor, and a smaller proportion report having a sponsor. Staff are far less likely than faculty or learners to have a mentor. Among those who do have either a mentor or sponsor, most are overwhelmingly satisfied with their experiences and report higher levels of satisfaction with UCSF on nearly every measure in the survey.

- Seventy-seven percent of learners, 67% of faculty, and 35% of staff report having a mentor, or a person they can turn to for help with their professional or scholastic life. Among those who have a mentor, 87% are very or fairly satisfied with the quality of mentoring they have received.
- Forty-five percent of faculty and 22% of staff say they have a sponsor, a person who is a leader and/or powerfully positioned champion who can or has used their position to actively support your career to help you obtain visibility, promotion, recognition, or positions. Among those who have a sponsor, 88% are very or fairly satisfied.
- Those who have a mentor and/or a sponsor report more positive views on nearly every question in the survey.

6. Role-specific climate

The survey measured attitudes of academics, staff, and learners in areas specific to their roles on campus.

Faculty: Among faculty, 74% are very or fairly satisfied with their career at UCSF. Forty-four percent would like to stay at the university for the rest of their career while an equal number (46%) are undecided and 10% would like to leave. Most say they are included in

opportunities and the advancement/promotion process is clear. However, there is more division about whether promotion standards are applied equally and about whether the burden of university service is spread equally:

- A majority agrees (53%) that their colleagues include them in career opportunities as much as others in their position (18% disagree).
- A majority (52%) agrees that the advancement/promotion process is clear (27% disagree).
- However, only 38% agree the advancement/promotion standards are applied equally to all faculty (30% disagree).
- Thirty percent agree they are burdened by university service responsibilities such as committee assignments, department work assignments and teaching load beyond those of their colleagues (36% disagree).
- Just 16% agree faculty members who use family accommodation policies are disadvantaged in promotion or tenure (34% disagree) – though women are more divided, with 20% agreeing and 28% disagreeing.

Staff: Staff express satisfaction with their UCSF careers overall (74% very/fairly satisfied) and a majority (59%) wants to spend the rest of their career at UCSF. Majorities of staff are satisfied with professional development, the performance evaluation process, and work-life integration. However, they are less certain about opportunities for career advancement.

- A majority says the performance evaluation process is clear (59% agree, 17% disagree) and fair (57% agree, 15% disagree).
- Fifty-six percent agree UCSF provides them with resources to pursue training/professional development opportunities (20% disagree), while 50% say they are included in opportunities that will help their careers as much as others in similar positions (21% disagree).
- Fifty-three percent agree their organization provides adequate support to manage work-life integration (21% disagree).
- However, just 36% agree there are clear procedures for career advancement while an equal number (35%) disagree.

Learners: Those who have classes and clinical learning experiences say the environment they experience is positive (84% very comfortable or comfortable in their classes, 81% in clinical learning environments). Additionally, large majorities are satisfied with the fairness of how they are evaluated.

- Seventy-six percent of those who can offer an opinion agree student coursework is evaluated fairly, and 71% agree student clinical performance is evaluated fairly.

Learners also indicate it is clear what they need to do to succeed academically in their current stage, and a broad majority, though slightly fewer, say they are prepared to succeed in the next stages of their careers.

- Seventy-three percent agree it is clear what they need to do to succeed academically.
- Sixty-six percent agree it is clear what they need to do to prepare themselves for the next stages of their careers.

Most programs and services offered to learners are used by relatively few people, but in general, those who use such programs say the services met their needs at least some.

- The most used programs are Student Health and Counseling Services (36% have used) and the Office of Career Development (34% have used).
- The program about which users express the most satisfaction is the Food Security for Students Program: 25% have used this service and of these 53% say it met their needs a great deal and 30% some. But a majority of users of each program say it met their needs at least some.

7. Climate for men and women

Men and women both generally rate the climate at UCSF positively, though there is some perception, particularly among the faculty, that men receive preferential treatment in areas such as pay and opportunities for leadership.

- Sixty-seven percent of women rate the climate for women at UCSF as very good or good, just under the level at which men rate the climate for men positively (75% very good/good).
- Among women, 27% say there is either a great deal (8%) or somewhat (19%) unequal treatment against women at UCSF, while 19% says there is just a little and 28% say there is none; 25% of women say they do not know.
- Men are less likely to perceive unequal treatment against themselves: 13% say there is either a great deal (5%) or somewhat (8%) unequal treatment against men, 8% say there is just a little and a majority of 53% say there is none; twenty-four percent of men say they do not know.

- Academics and staff were asked about how often women or men receive preferential treatment in a number of areas. There is some perception, particularly among faculty, that men receive preferential treatment in key areas.
 - Fifty-four percent of faculty and 26% of staff say men receive preferential treatment in opportunities to assume leadership positions (10% of faculty/8% of staff say women do).
 - Fifty-one percent of faculty and 25% of staff say men receive preferential treatment regarding salary and compensation (3%/5% say women do).
 - Forty-three percent of faculty and 23% of staff say men receive preferential treatment in promotion (7%/8% say women do).
 - Thirty-five percent of faculty and 14% of staff say men receive preferential treatment when it comes to conferring of awards (7%/6% say women do).
 - Twenty-eight percent of faculty and 15% of staff say men receive preferential treatment in hiring (11%/9% say women do).
- However, the perception of preferential treatment is reversed for flexibility to meet personal and family needs: 22% of faculty and 16% of staff say women receive preferential treatment (16%/7% say men do).
- Fewer men or women say that in their own lives preferential treatment has risen to the level of discrimination: 14% women and 7% of men say they have been discriminated against on the basis of their gender in the past three years at UCSF.

8. Climate for trans/non-binary individuals

In general, transgender men and women and non-binary individuals (grouped together in our analysis as “trans/non-binary”) report less positive views of the climate at UCSF.

- Only 28% of trans/non-binary members of the community say the climate for transgender individuals is very good or good.
- Forty-one percent say there is either a great deal (18%) or somewhat (23%) unequal treatment against transgender individuals at UCSF, 13% say there is just a little and only 11% say there is none.
- Thirty-one percent say they personally have been discriminated against in the last three years at UCSF on the basis of their gender identity or expression.

9. Experience of the UCSF climate by race/ethnicity

There are clear distinctions by race regarding experiences of the UCSF climate, with Black/African Americans in particular reporting higher rates of racial/ethnic discrimination and less positive perceptions of the climate than other groups.

- White and Asian members of the community feel very positive about the climate for their racial groups, and Black/African American and Native American individuals much less so.
 - Eighty percent of whites say the climate for whites is very good/good.
 - Sixty-four percent of Asians say the climate for East Asians is very good/good.
 - Sixty-three percent of South Asians say the climate for South Asians is very good/good.
 - Fifty-nine percent of Southeast Asians say the climate for Southeast Asians is very good/good.
 - Fifty-nine percent of Pacific Islanders say the climate for Native Hawai'ian/Pacific Islanders is very good/good.
 - Fifty percent of Hispanic individuals say the climate for Hispanic/Latinx individuals is very good/good.
 - Forty-three percent of those with Middle Eastern/North African heritage say the climate for Middle Easterners/North Africans is very good/good.
 - Thirty-five percent of Native Americans say the climate for American Indian/Alaska Natives is very good/good.
 - Thirty-two percent of Black/African Americans say the climate for African American/ African/Black people at UCSF is very good/good.
- Black/African Americans and Native Americans are much more likely to perceive unequal treatment against their racial/ethnic group than other members of the UCSF community.
 - Fifty percent of Black/African Americans say there is either a great deal (27%) or somewhat (23%) unequal treatment against African American/African/Black people at UCSF.
 - Thirty percent of Native Americans say there is either a great deal (18%) or somewhat (13%) unequal treatment against American Indian/Alaska Natives.
 - Twenty-eight percent of Hispanics say there is either a great deal (10%) or somewhat (18%) unequal treatment against Hispanic/Latinx individuals.
 - Twenty percent of those with Middle Eastern/North African heritage say there is either a great deal (7%) or somewhat (14%) unequal treatment against this group.

- Eighteen percent of those with Southeast Asian heritage say there is either a great deal (7%) or somewhat (11%) unequal treatment against Southeast Asians.
- Eighteen percent of Pacific Islanders say there is either a great deal (9%) or somewhat (9%) unequal treatment against Native Hawaiian/Pacific Islanders.
- Sixteen percent of Asians say there is either a great deal (6%) or somewhat (10%) unequal treatment against people of East Asian heritage.
- Fourteen percent of those with South Asian heritage say there is either a great deal (5%) or somewhat (9%) unequal treatment against South Asians.
- Six percent of whites say there is either a great deal (3%) or somewhat (4%) unequal treatment against white individuals.
- Black/African Americans experience racial discrimination at much higher rates than other groups. Forty-two percent of Black/African Americans at UCSF say they have been discriminated against on the basis of their race or ethnicity, much higher than found among Hispanic (19%), multiracial (18%), Native American (15%), Asian (15%), Pacific Islander (13%) and white individuals (4%).

10. Climate for gay, lesbian, bisexual, and queer individuals

Lesbian, gay, and bisexual individuals, and those who identify as queer or use other ways of describing their sexual orientation, collectively referred to in this report as “LGBQ+”, generally report a positive climate at UCSF.

- Sixty-nine percent of LGBQ+ individuals say the climate for LGBQ+ people is good or very good.
- Relatively few perceive unequal treatment: 18% say there is either a great deal (5%) or somewhat (14%) unequal treatment against lesbian gay, bisexual, or queer individuals, 19% say there is just a little and 32% say there is none.
- Fewer, 9%, say they personally have been discriminated against on the basis of their sexual orientation.

11. Climate for people with disabilities

Those who have disabilities also report challenges in the climate at UCSF.

- Just 32% of people with a disability say the climate for people with disabilities is very good or good while 17% say it is poor or very poor and 27% don't know.

- Twenty-six percent of people who have a disability say there is either a great deal (9%) or somewhat (17%) unequal treatment against people with disabilities, 12% say there is just a little, and 16% say there is none (44% do not know).
- A smaller proportion (15%) say they have been discriminated against because of a disability in the last three years at UCSF.

12. Experiences of hostile/exclusionary/intimidating/offensive behavior

Approximately one in four in the UCSF community reports experiencing exclusionary, intimidating, offensive, or hostile behavior. Those who have experienced this most commonly list their position (such as staff) as the reason for the behavior.

- Overall, 24% of the UCSF community say they have experienced exclusionary (e.g. shunned, ignored), intimidating, offensive, and/or hostile (bullied, harassing) behavior within the last year at UCSF.
- Of those who have experienced exclusionary behavior, a plurality say they have experienced it two or three times (47%), followed by 21% who say they experienced it from four to ten times. Eighteen percent say they only experienced it once, and 13% say they experienced this behavior more than ten times.
- The most common forms that experience took among those who experienced exclusionary behavior are feeling intimidated/bullied (61% of those who reported any kind of behavior), feeling isolated, excluded or left out (52%), fearing a low performance evaluation because of a hostile work environment (27%), inappropriate comments about appearance, way of speaking, lifestyle, family, or culture (26%), and being singled out as a spokesperson for one's identity group (14%).
- Nearly half of those who experienced exclusionary behavior (48%) say they believe it was based on their position. The next most common causes they attribute it to are race/ethnicity (32%), gender (27%), age (20%), and nationality or immigration status (12%).
- The same racial/ethnic groups who describe higher levels of discrimination and less positive ratings for the climate are also more likely to say they have experienced exclusionary behavior, including:
 - Black/African Americans (34%)
 - Native Americans (40%)
- People with a disability (38%) are also more likely to experience exclusionary behavior.
- LGBTQ+ individuals (29%) experience slightly higher rates of exclusionary behavior than those who are heterosexual (24%).

- Women (26%) are a little more likely than men (20%) to say they have been the recipient of exclusionary behavior, regardless of whether they are faculty, staff, or learners, but the gap is largest among faculty (29% of female faculty and 18% of male faculty experience exclusionary/hostile treatment).
 - Trans/non-binary individuals (38%) also experience high rates of exclusionary behavior.

13. Learning and working environment

As of late 2021 when the survey was fielded, most members of the UCSF community were either working full-time in person or a hybrid schedule, with just one-fifth exclusively remote. Although overall perceptions of the UCSF climate are in general similar regardless of work/learning environment, experiences with exclusionary behavior are more common among those learning/working in-person, while hybrid-schedule individuals are more likely to feel the impacts of caregiving during the pandemic on their work.

- Overall, 40% learn or work exclusively in-person, 19% are exclusively remote, and 38% are on a hybrid schedule.
- Groups where learning/working exclusively remotely is more common include:
 - Campus staff (38%)
 - Individuals within the School of Nursing (38%)
 - Those age 50 to 59 (25%), and 60 and older (28%)
- Groups more likely to be on a hybrid schedule include:
 - Faculty (65%) and learners (62%)
 - School of Pharmacy (64%)
 - Those under 30 years old (51%)
- Those more likely to be working or learning fully in-person include:
 - UCSF Health staff (60%)
 - Those who have been at UCSF less than five years (55%)
- Comfort with the UCSF climate is mostly consistent across work/learning environment (69% of in-person workers/learners are very comfortable or comfortable, compared to 72% of remote and 72% of hybrid individuals).
- In-person learners and workers (29%) describe higher rates of exclusionary behavior than their hybrid (23%) and remote (19%) peers. This in-person group also rates UCSF a little less positively on its implementation of the PRIDE Values.

14. Variation in climate by school

The overall climate is viewed positively across UCSF's four schools. Faculty, staff, and learners within the Schools of Medicine and Pharmacy, however, hold generally more positive views than those at the Schools of Dentistry and Nursing

- Seventy-eight percent of those within the School of Pharmacy are comfortable or very comfortable with the climate at UCSF, followed by 75% at the School of Medicine, 63% within the School of Nursing, and 55% at the School of Dentistry.
- Three-quarters of Medicine (75%) and Pharmacy (74%) faculty and staff are very or fairly satisfied with their careers, with smaller majorities at Nursing (66%) and Dentistry (55%) reporting career satisfaction.
- Large majorities at Schools of Pharmacy and Medicine believe that UCSF is doing extremely or very well at creating a climate that embodies each of the PRIDE Values. Fewer at the School of Dentistry say that UCSF is doing well to embody each PRIDE Value, with those from the School of Nursing less positive about the university's attempts at diversity.
- Discrimination of any kind is lowest at the School of Pharmacy (14%), with higher (and fairly similar) rates at the School of Medicine (22%), School of Dentistry (23%), and School of Nursing (25%).
- Twenty-six percent of those within the School of Dentistry say they have experienced some form of exclusionary behavior. Smaller percentages at the Schools of Nursing (22%), Medicine (20%), and Pharmacy (14%) report such experiences.
- Those from the Schools of Pharmacy (76%) and Medicine (74%) are more likely to feel at least somewhat confident in their ability to effect positive change at UCSF, with lower confidence observed at the Schools of Nursing (67%) and Dentistry (56%).
- Majorities of individuals within the School of Medicine (61%), School of Nursing (59%), and School of Pharmacy (56%) have a mentor, with such arrangements less common within the School of Dentistry (39%).

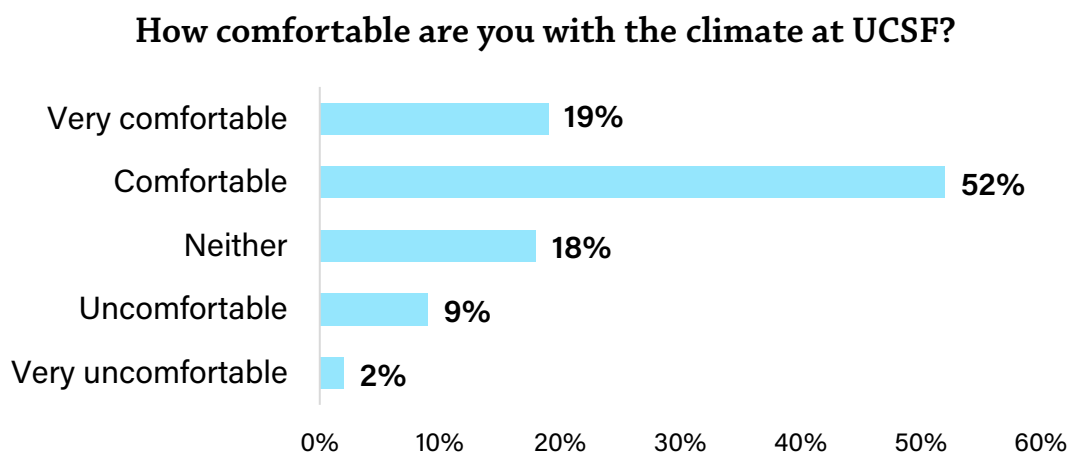
Detailed Findings

I. Climate Overview

A. Assessment of Overall Climate

1. Comfort with the overall climate

Overall, the UCSF community demonstrates a high level of comfort with the university's climate. Overall, 70% report feeling either comfortable or very comfortable with the climate, while only 11% are uncomfortable or very uncomfortable.



Q3. Overall, how comfortable are you with the climate at UCSF... very comfortable, comfortable, neither uncomfortable nor comfortable, uncomfortable, or very uncomfortable?

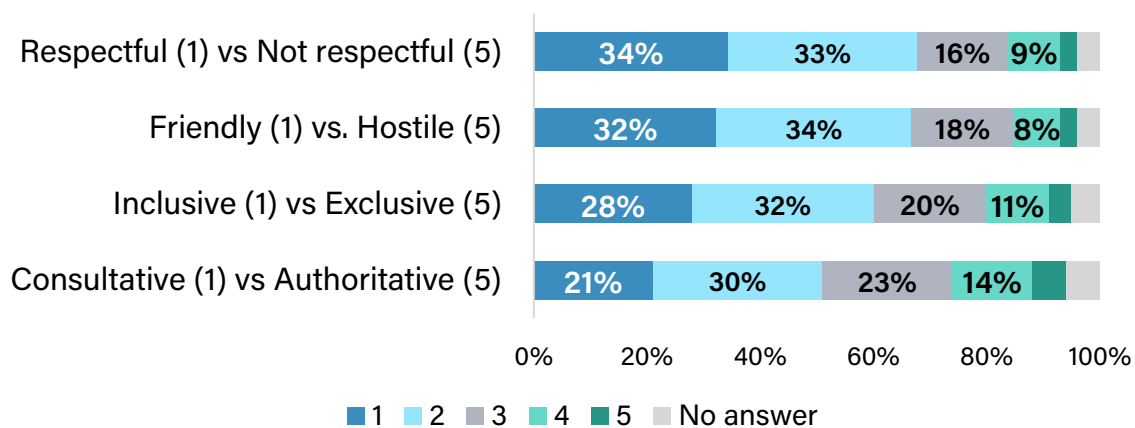
Comfort levels are slightly higher among learners (77% total comfortable) than staff (69%), or faculty (65%). Additionally, men (76%) are somewhat more comfortable with the climate than women (70%), and members of certain historically underrepresented groups report feeling lower levels of comfort with the UCSF climate, including:

- Trans/non-binary individuals (50% total comfortable, 22% total uncomfortable)
- Black/African Americans (59% total comfortable, 19% total uncomfortable)
- Native Americans (51% total comfortable, 16% total uncomfortable)
- People with a disability (58% total comfortable, 19% total uncomfortable)

2. Climate dimensions

The survey asked respondents to rate the UCSF climate across four dimensions: Friendly to Hostile, Inclusive to Exclusive, Consultative to Authoritative, and Respectful to Not respectful. Majorities of the UCSF community view the climate at the university positively on all four dimensions. Two-thirds rate the climate as respectful (67%) and friendly (66%), while slightly fewer say it is inclusive (60%) and just over half (52%) view UCSF as consultative.

Using a scale of 1-5, please rate the overall UCSF climate on the following dimensions:



Q4a-d. Using a scale of 1-5, please rate the overall UCSF climate on the following dimensions...a. Friendly (1) vs Hostile (5), b. Inclusive (1) vs Exclusive (5), c. Consultative (1) vs Authoritative (5), d. Respectful (1) vs. Not respectful (5).

Inclusivity vs. Exclusivity exhibits the largest variations between subgroups. Subgroups with low ratings in this category include:

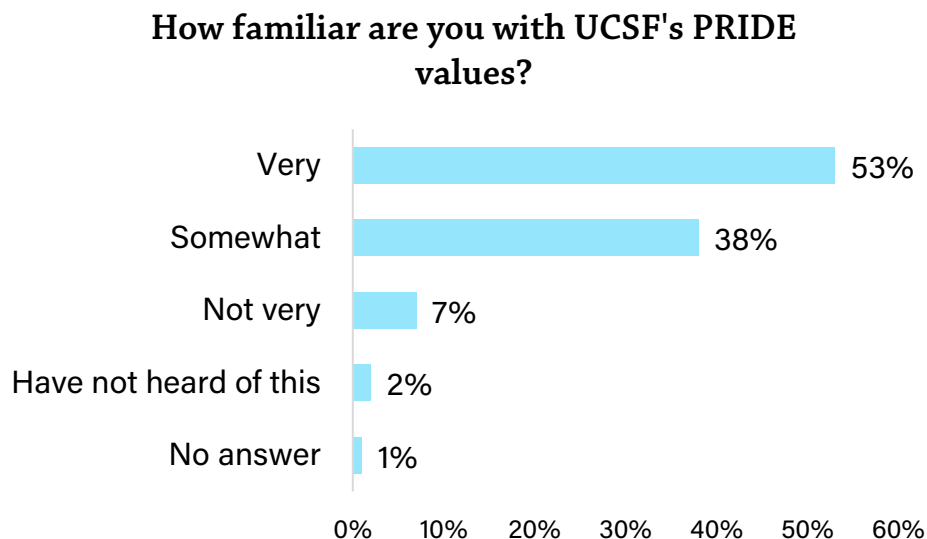
- Trans/non-binary individuals (41% inclusive, 27% exclusive)
- People in their 50s (51% inclusive, 20% exclusive) and 60 and older (52% inclusive, 20% exclusive)
- Black/African Americans (40% inclusive, 26% exclusive)
- Native Americans (21% inclusive, 41% exclusive)
- People with a disability (52% inclusive, 23% exclusive)

B. PRIDE Values

The UCSF community is highly familiar with the PRIDE Values of professionalism, respect, integrity, diversity, and excellence. Large majorities say working in an institution that upholds these values is important to them, and most rate UCSF positively in its implementation of them.

1. Familiarity with PRIDE Values

Most people at UCSF are at least somewhat familiar with UCSF's PRIDE Values, with a majority very familiar with them and only 2% saying they have not heard of them.



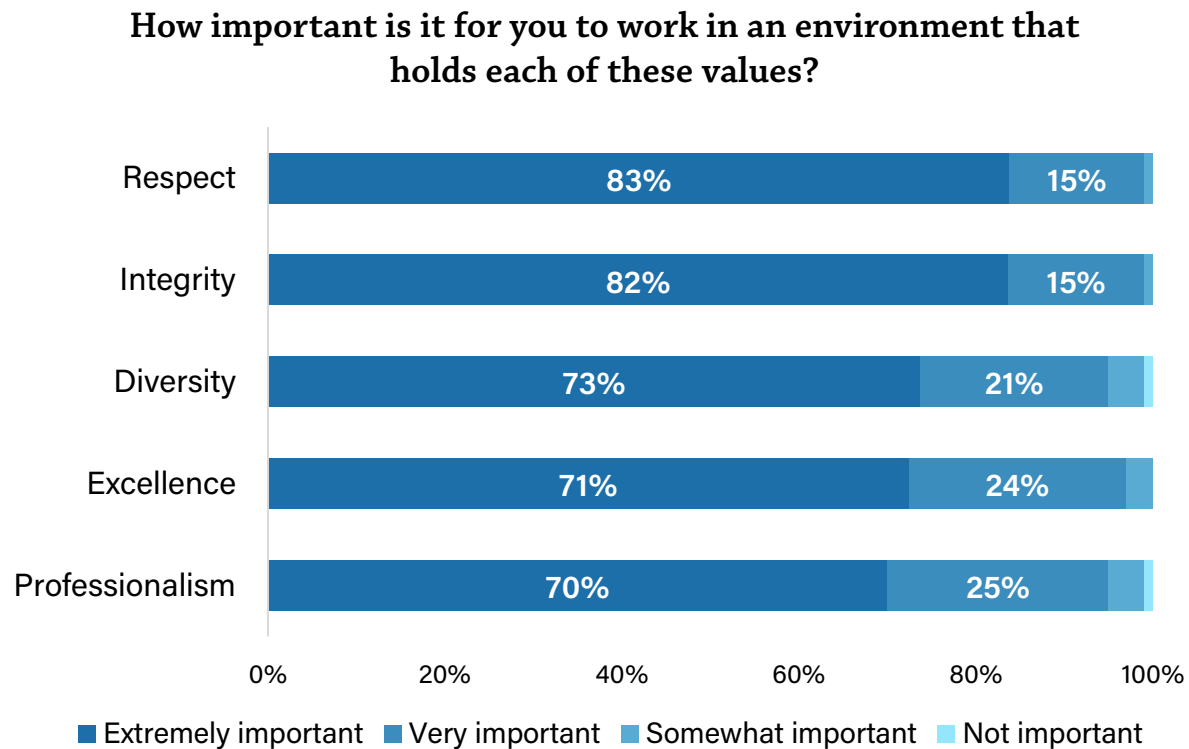
Q8. How familiar are you with UCSF's PRIDE values... very, somewhat, not very, or have you not heard of this?

Faculty (61% very familiar, 33% somewhat familiar) and staff (58% very, 35% somewhat) are more aware of these values than learners (32% very, 49% somewhat).

2. Importance of PRIDE Values

Faculty, staff, and learners at UCSF overwhelmingly say each of the PRIDE Values is very or extremely important for their work environment. Members of the community are most likely to say respect (83%) and integrity (82%) are extremely important values, while

diversity (73%), excellence (71%) and professionalism (70%) rate slightly lower but still very high.



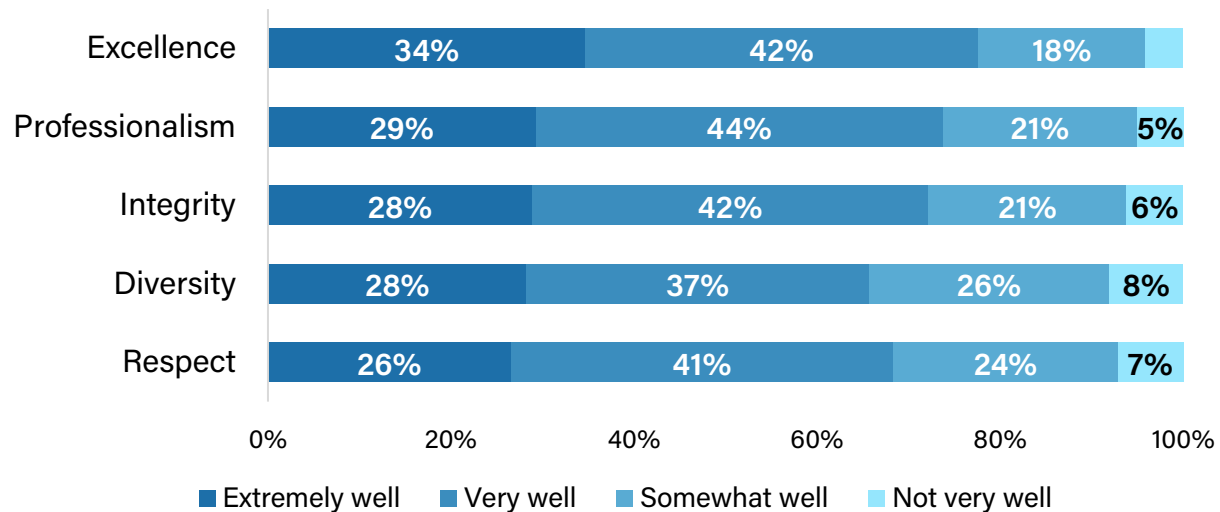
Q9a-e. How important is it for you to work in an environment that holds each of these values... extremely, very, somewhat, or not important?

3. Achievement of PRIDE Values

When asked how well UCSF is doing at embodying each of the PRIDE Values, large majorities rate the university positively.

UCSF is rated most positively on embodying Excellence, with 76% saying the university embodies this value extremely or very well. The rating is lowest for Diversity, with 65% saying the university does extremely or very well.

How well do you think UCSF is doing at creating a climate that embodies each of the PRIDE Values?



Q10a-e. How well do you think UCSF is doing at creating a climate that embodies each of the PRIDE values... extremely, very, somewhat, or not very well?

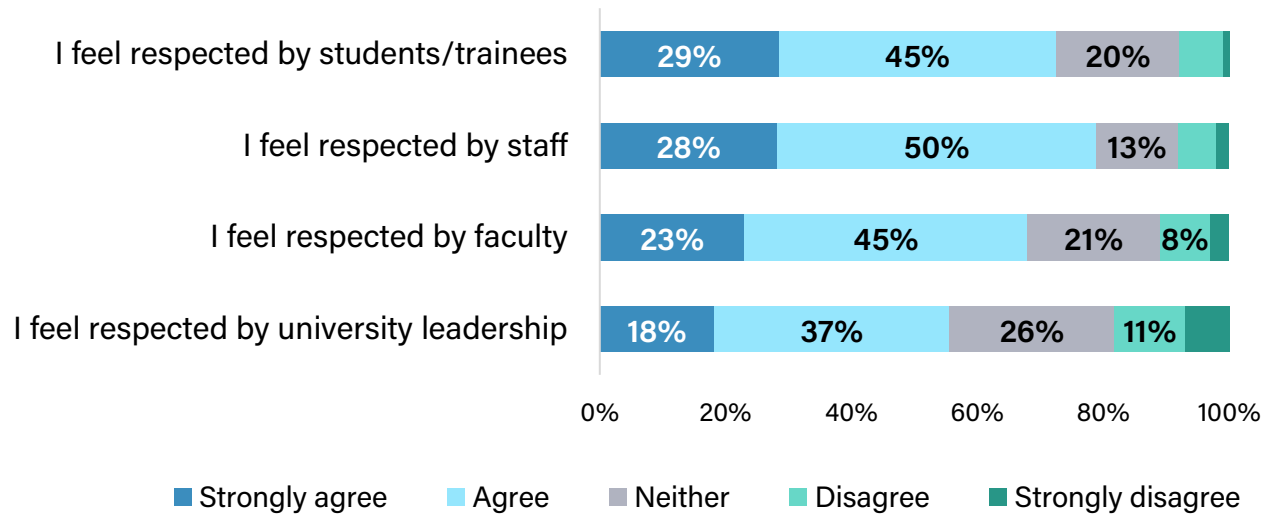
We find the greatest variation in responses regarding how well UCSF embodies the value of diversity. Subgroups with lower assessments of UCSF's performance on diversity include:

- Trans/non-binary individuals (35% extremely/very well, 21% not very well)
- Black/African Americans (42% extremely/very well, 24% not very well)
- Native Americans (50% extremely/very well, 18% not very well)

4. Perceptions of respect across segments of the UCSF community

Large majorities across the UCSF community agree or strongly agree they feel respected by students/trainees (74% strongly agree or agree), staff (78%), and faculty (68%) but a narrower majority says they feel respected by university leadership (55%).

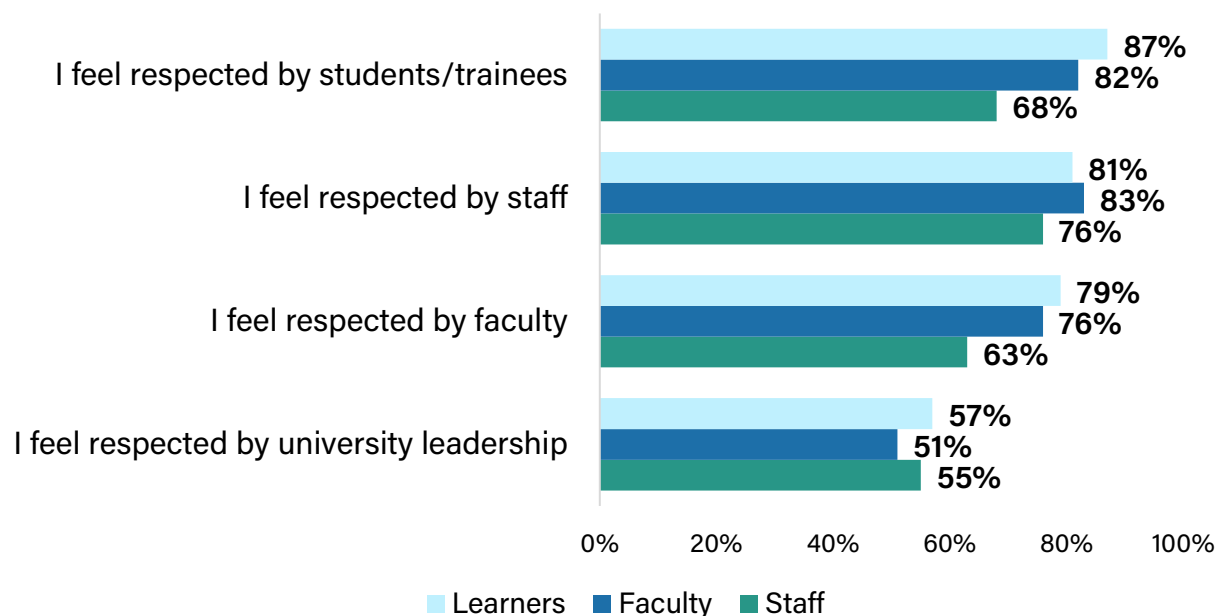
Please indicate how much you agree with the following:



Q11a-d: Please indicate how much you agree with the following: I feel respected by [group]... Strongly agree, agree, neither agree nor disagree, disagree, or strongly disagree.

Staff are less likely to say that they feel respected by fellow staff, faculty, and by students. Learners are generally most likely to agree that they feel respected by each of the groups, and faculty feel highly respected by most groups with lower agreement for feeling respected by university leadership.

Percent agree or strongly agree by role

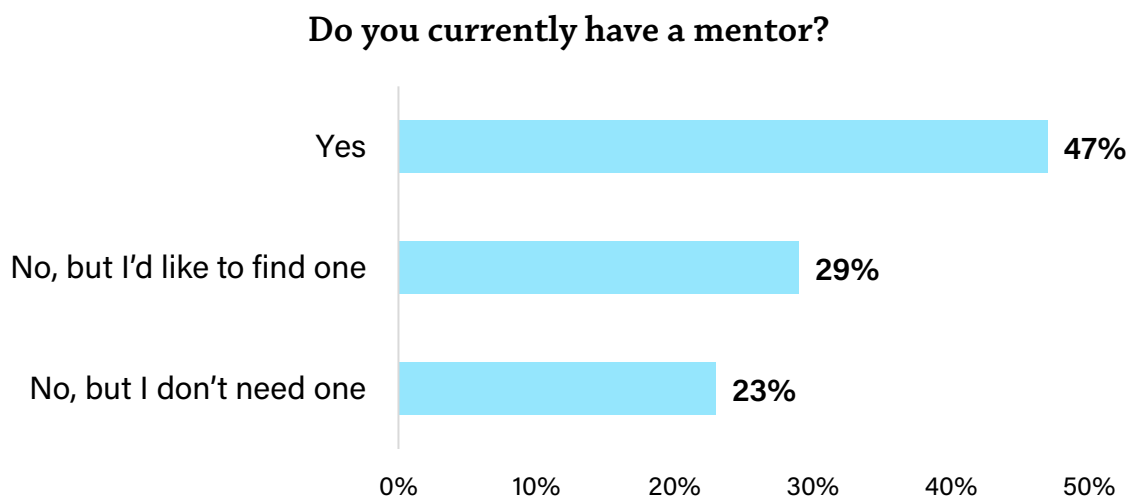


C. Mentorship and Sponsorship

Almost half of the UCSF community reports having a mentor and a quarter of faculty and staff say they have a sponsor. Those who have a mentor or sponsor are overwhelmingly satisfied with that relationship. However, clear disparities in access to these professional relationships exist across role and demographic factors.

1. Scope of mentoring

A plurality of UCSF faculty, staff, and learners (47%) say they currently have a mentor, or a person they can turn to for assistance with their professional and academic needs. Another 29% do not have a mentor but would like to acquire one, with 23% who do not believe they need such a relationship.



Q19. Do you currently have a mentor, that is, a person to whom you can turn for help with your professional or scholastic life...yes; no, but I'd like to find one; no, but I don't need one?

Large majorities of learners (77%) and faculty (67%) report having a mentor, while staff (35%) are much less likely to.

Additionally, certain groups at UCSF are more likely to report having a mentor, including:

- People under the age of 40 (61% for those in their 20s and 53% for those in their 30s)
- White (52%), and multiracial (51%) individuals

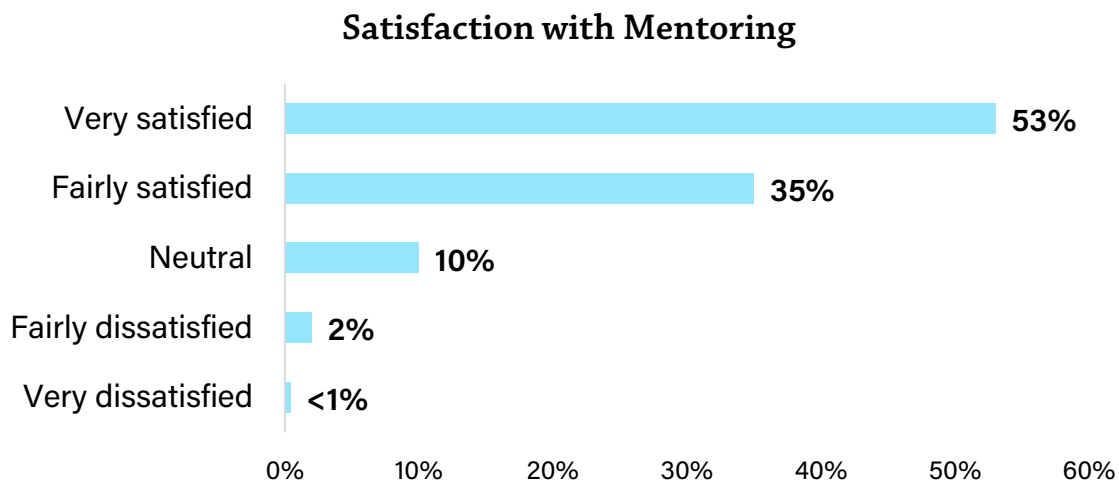
Although women and men are about equally likely to have a mentor, women who do not have one are more likely to say they would like to (31% want a mentor, 21% don't need one) compared to men (25% want a mentor, 26% don't need one). Younger people who do not have a mentor are more likely to want one, while older people are more likely to say they do not need one. The same pattern holds for length of employment: those who are long-time employees without a mentor are less likely to say they need one.

Other groups within the UCSF community with a high proportion interested in acquiring a mentor include:

- Staff (34% want a mentor, 29% don't have but don't need one)
- Trans/non-binary individuals (44% want a mentor, 16% don't need one)
- Black/African Americans (37% want a mentor, 24% don't need one)
- People with a disability (38% want a mentor, 19% don't need one)

2. Mentorship satisfaction

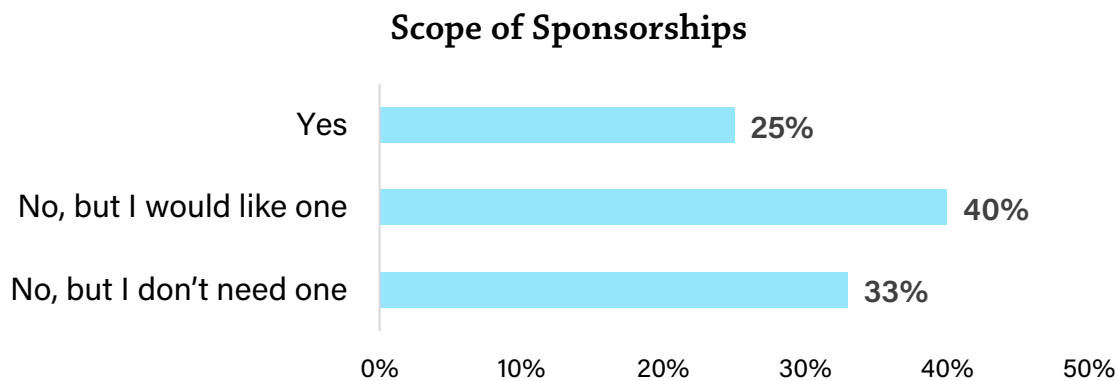
Those who have mentors are overwhelmingly satisfied with that experience, with over eight in ten very or somewhat satisfied. Only 3% of mentees are dissatisfied with their experience. This satisfaction is consistent across subgroups of the UCSF population.



[IF YES IN Q19, N=6,819] Q20. How satisfied are you with the quality of mentoring you've received...very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

3. Scope of sponsorships

Unlike the high rate of mentoring arrangements amongst the UCSF general population, only 25% of staff and faculty have a sponsor, “a leader and/or powerfully positioned champion who can or has used their position to actively support your career to help you obtain visibility, promotion, recognition, or positions.” Another 40% are interested in such a professional relationship and one-third (33%) feel there is no need.



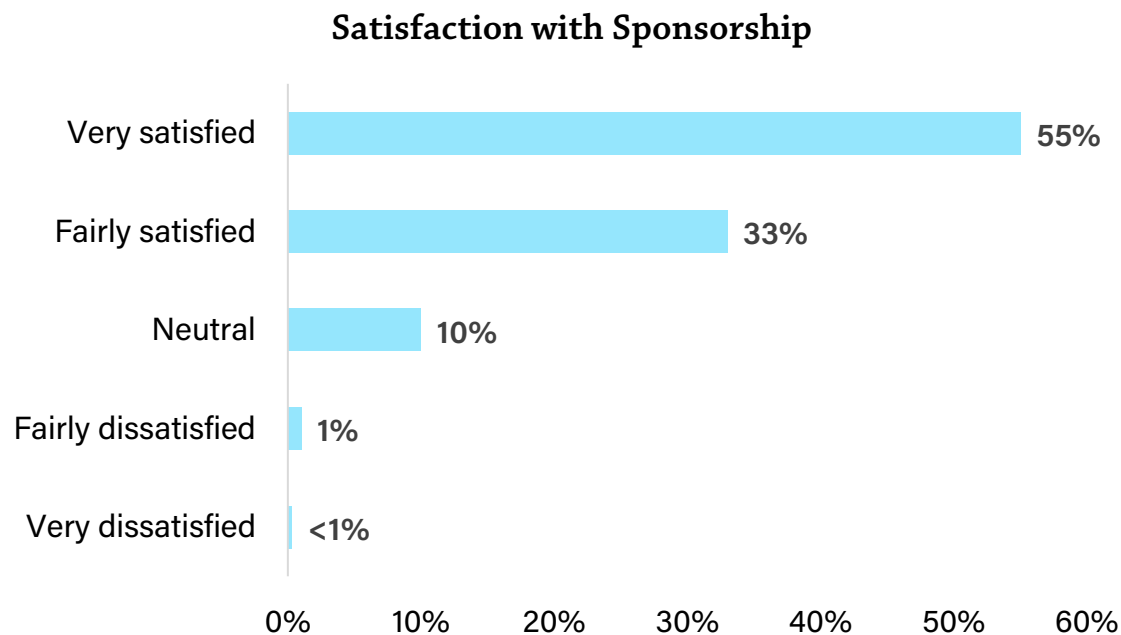
[FACULTY & STAFF, N=12,337] Q21. Do you currently have a sponsor at UCSF, that is, a person who is a leader and/or powerfully positioned champion who can or has used their position to actively support your career to help you obtain visibility, promotion, recognition, or positions...yes; no, but I would like one; no, but I don't need one?

Faculty (45%) are much more likely than staff (22%) to report having a sponsor. In addition, men (29%) are more likely than women (25%) to report that they have a sponsor. Other groups showing greater interest in acquiring a sponsor include:

- Women (42% want a sponsor, 32% don't have but don't need one)
- Trans/non-binary staff and faculty (55% want a sponsor, 28% don't need one)
- Staff and faculty under the age of 30 (47% want a sponsor, 26% don't need one) and 30 to 39 (46% want a sponsor, 26% don't need one)
- Black/African American (49% want a sponsor, 28% don't need one), multiracial (46% want a sponsor, 27% don't need one), Hispanic (44% want a sponsor, 31% don't need one), and Asian staff and faculty (42% want a sponsor, 36% don't need one)
- Staff and faculty with a disability (49% want a sponsor, 26% don't need one)

4. Sponsorship satisfaction

A large majority of staff and faculty who have a sponsor are satisfied with that experience. Eighty-eight percent are either very or fairly satisfied, with only 2% dissatisfied. This satisfaction is relatively constant across subgroups of those with sponsor relationships.



[IF YES IN Q21, N=3,440] How satisfied are you with the quality of sponsorship you've received...very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

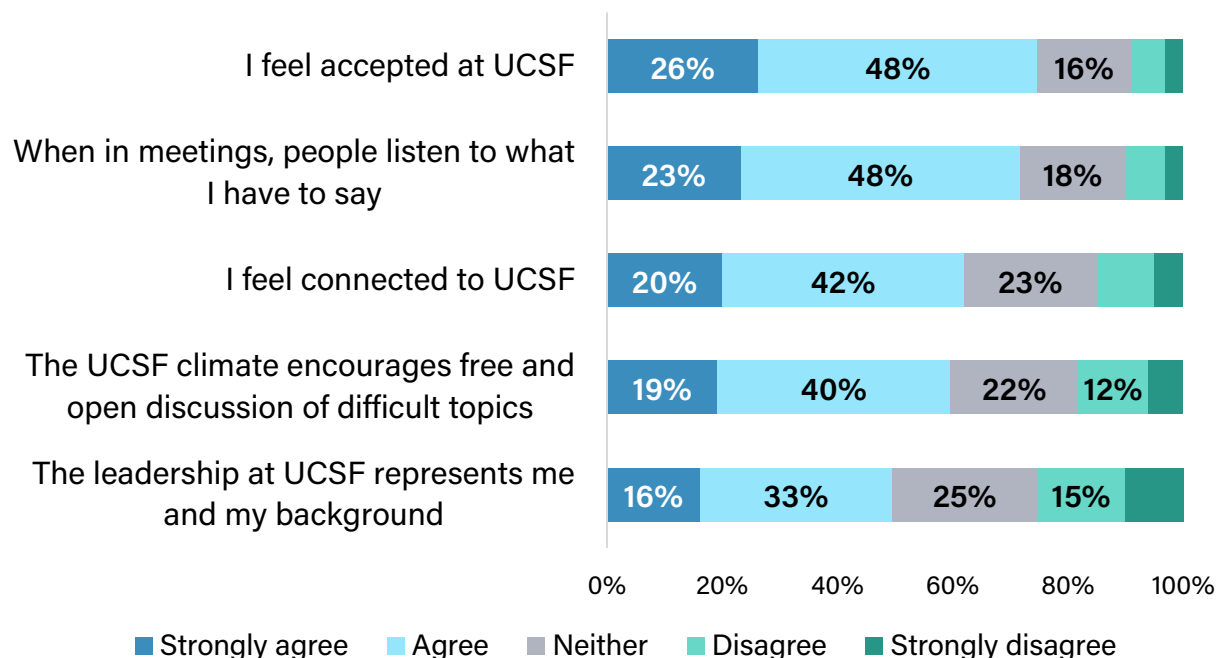
D. Other Aspects of Overall Climate

Most members of the UCSF community feel accepted, listened to, and connected to the institution, though fewer feel the leadership represents their background.

1. Connection, acceptance, and representation

Majorities agree or strongly agree that they feel connected to UCSF (62%) and accepted at UCSF (74%), that people generally listen to what they have to say (71%), and that the UCSF climate encourages free and open discussion of difficult topics (59%). However, just under half (49%) agree or strongly agree that the leadership at UCSF represents them and their background, while a quarter (25%) disagrees or strongly disagrees.

Please indicate how much you agree with the following:



Q11e-i: Please indicate how much you agree with the following: Strongly agree, agree, neither agree nor disagree, disagree, or strongly disagree.

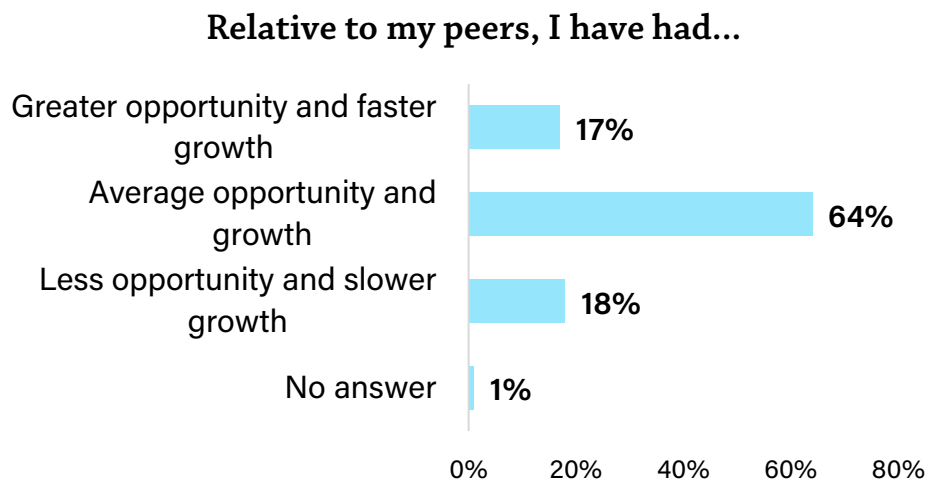
Certain groups are less likely to feel that university leadership represents them or their background, including:

- Trans/non-binary individuals (26% total agree, 50% total disagree)

- LGBTQ+ individuals (42% total agree, 35% total disagree)
- Black/African Americans (33% total agree, 44% total disagree)
- Native Americans (49% total agree, 40% total disagree)
- People with a disability (36% total agree, 39% total disagree)

2. Career opportunity and growth

A majority reports having had average opportunity and career growth relative to their peers, while the proportions saying they have had less or more opportunity are roughly equal. Faculty (21% more opportunity, 17% less) and learners (20% more opportunity, 11% less) have more positive assessments of their career growth than staff (15% more opportunity, 20% less).



Q23. Relative to my peers, I have had... greater opportunity and faster career growth, average opportunity and growth, or less opportunity and slower growth?

Those who report having a mentor have more positive assessments of their career opportunities (24% more opportunity, 9% less) than those who do not have a mentor (11% more opportunity, 26% less).

Subgroups most likely to respond that they have had less opportunity and slower growth include:

- Trans/non-binary individuals (15% more opportunity, 28% less)
- Black/African Americans (12% more opportunity, 30% less)
- People with a disability (12% more opportunity, 27% less)

II. Role Specific Climate Overview

A. Faculty

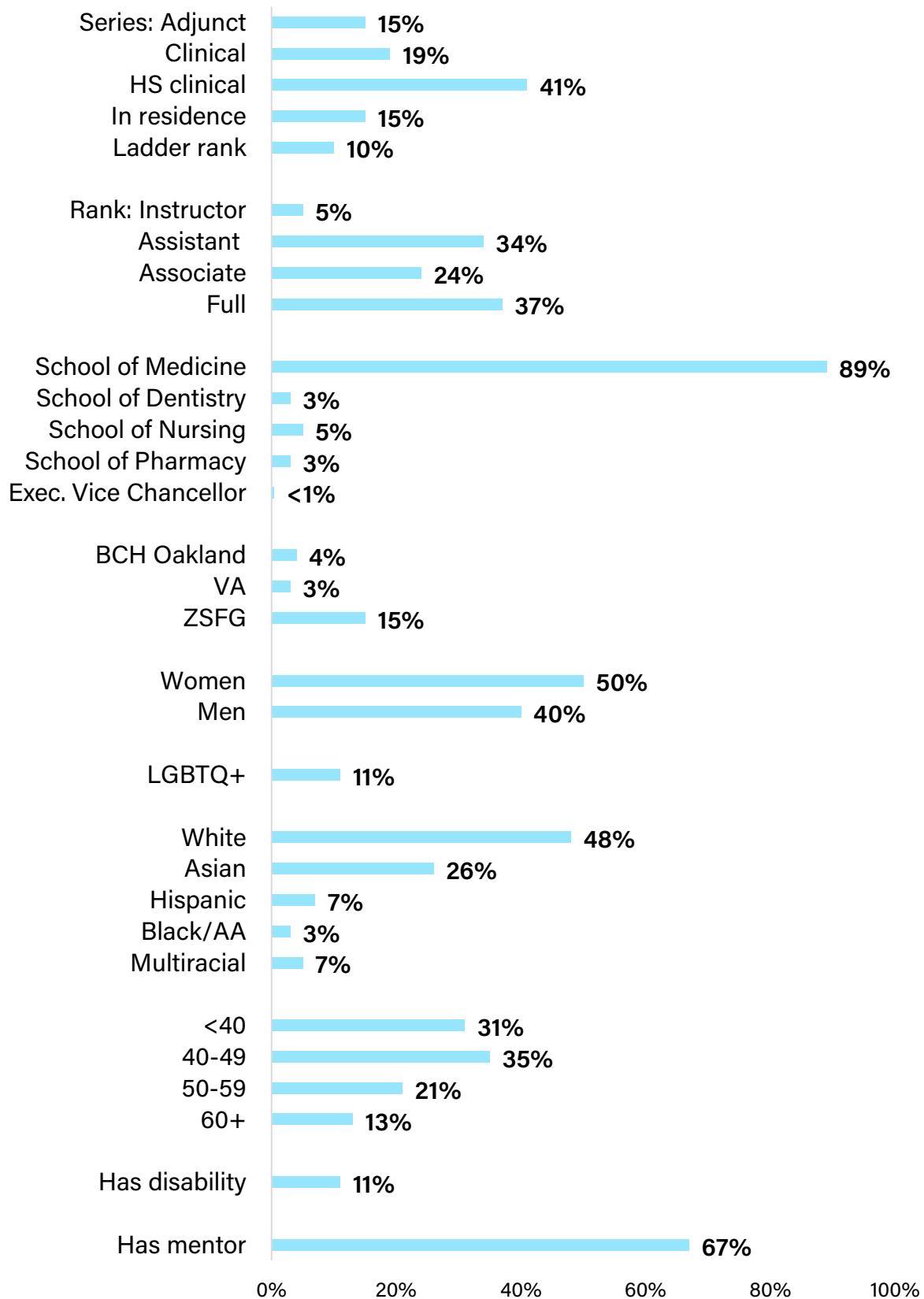
Faculty are largely satisfied with their careers at UCSF, with job satisfaction lower among certain historically underrepresented groups. While 44% of faculty would like to stay at UCSF for the rest of their careers, just 10% would not want to stay, and 46% are undecided. And while the vast majority of faculty feel they have another faculty member they can turn to for advice, they are less likely to feel they have the support needed to complete their jobs and many are uncomfortable with their workloads. Faculty also provide a somewhat mixed assessment of the fairness of the career advancement process. While few faculty overall say they are burdened by service responsibilities relative to their peers, the weight of such duties is greater among certain faculty series and ranks, those with 6 to 20 years of employment at UCSF, women, and historically underrepresented groups.

Few say using family leave threatens career progression, but faculty who are caregivers for children or elders report a wide array pandemic-related challenges to their work, with COVID-19's impact most acute for women.

1. Faculty profile

The survey data were weighted to match the total UCSF faculty population according to data provided by UCSF. The table on the next page illustrates the proportion of the faculty that each demographic group represents in the weighted survey data.

Faculty Demographics

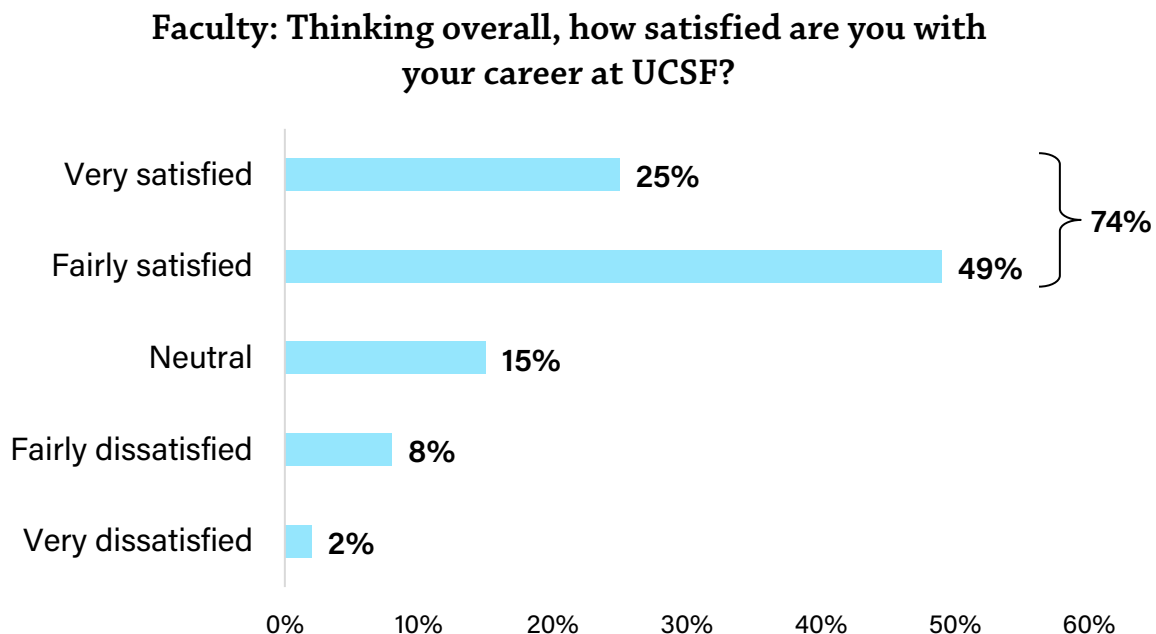


2. Faculty career satisfaction

A large majority of faculty are satisfied with their careers at UCSF. Most faculty either want to stay at UCSF for the rest of their careers or are undecided. Underrepresented groups report lower levels of satisfaction and there is some variation based on length of time at the institution.

Career satisfaction

Nearly three quarters of faculty (74%) are very or fairly satisfied with their career at UCSF, while just 10% are dissatisfied with their career.



Q1. Thinking overall, how satisfied are you with your career at UCSF... very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

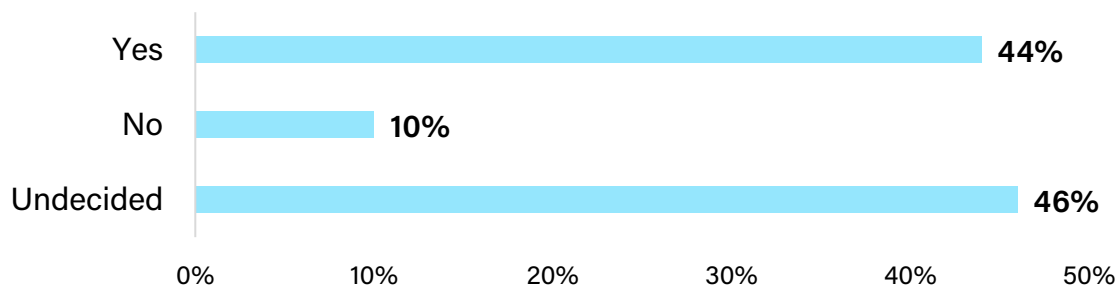
Those groups of faculty who are more satisfied with their careers at UCSF include:

- Full professors (78%)
- Faculty who have been employed 20+ years (85%) and those age 60 and older (78%)
- Those with a mentor (79%)

Career longevity

Forty-four percent of faculty would like to remain at UCSF for the rest of their career. A similar percentage (46%) are undecided, while only 10% of faculty say that they do not want to stay at UCSF for the rest of their career.

Faculty: Would you like to stay at UCSF for the rest of your career?



Q2. Would you like to stay at UCSF for the rest of your career... yes, no, undecided?

The groups of faculty most likely to want to stay at UCSF for the rest of their careers include:

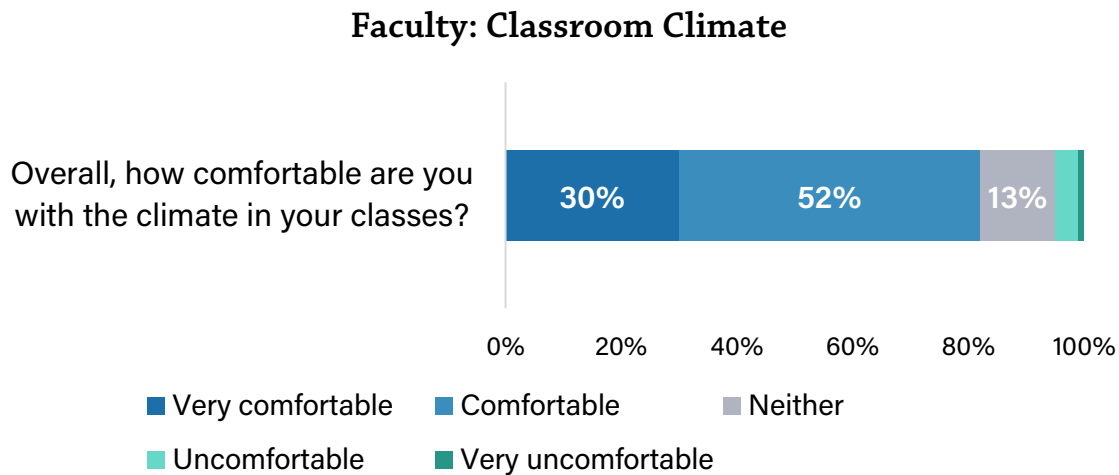
- Those with the rank of full professor (59%)
- Faculty who have been employed 20+ years (74%)
- Men (51%)
- Faculty aged 60+ (76%)

The groups of faculty less likely to be sure they want to stay at UCSF for the rest of their careers include:

- Instructor (35%) and Assistant (30%) ranks
- Those in the HS Clinical series (38%)
- Faculty who have been employed less than 1 year (37%) and 1-5 years (32%)
- LGBTQ+ faculty (39%)
- Asian (39%), Black/African American (38%) and multiracial faculty (37%)
- Faculty under the age of 40 (29%)
- Faculty with a disability (35%)

3. Class environment for faculty

Of those faculty with teaching responsibilities, 82% are very comfortable or comfortable with the climate in their classes, while just 5% are uncomfortable or very uncomfortable.



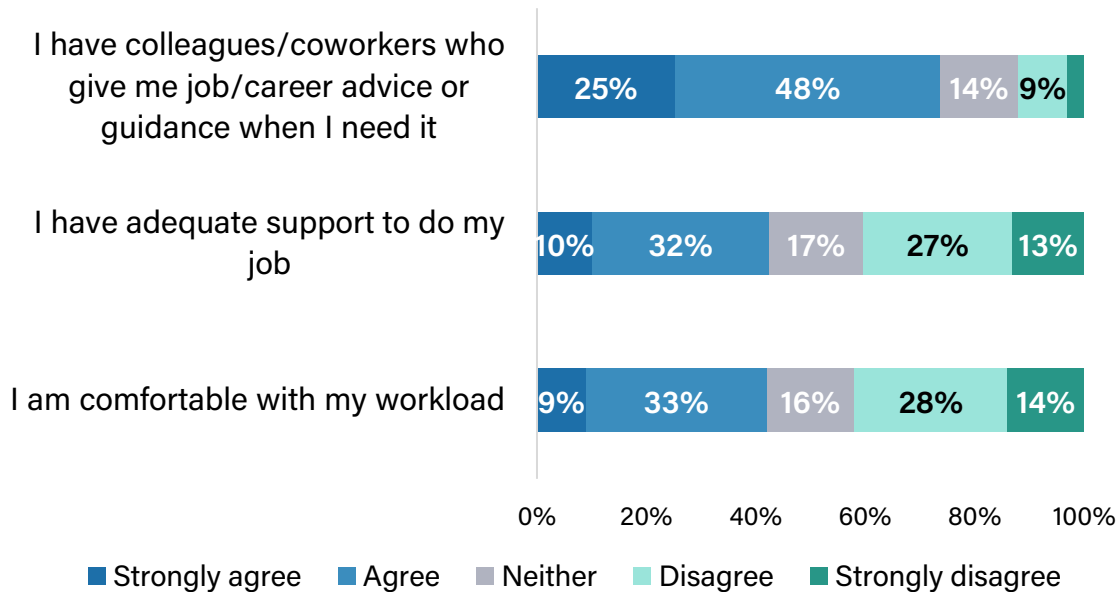
Q5. Overall, how comfortable are you with the climate in your classes... very comfortable, comfortable, neither comfortable nor uncomfortable, uncomfortable, very uncomfortable?

4. Work environment for faculty

Workload and support

A broad majority of faculty (73%) strongly agree or agree they someone to go to for career and job advice. There is more division over whether they have adequate support to do their jobs (42% total agree, 40% total disagree) and whether they are comfortable with their workloads (42% total agree, 42% total disagree).

Faculty: Support, guidance, and workload



Q26. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? a. I have adequate support to do my job; b. I am comfortable with my workload; c. I have colleagues/coworkers who give me job/career advice or guidance when I need it

Newer and younger faculty are more likely to feel supported, to be comfortable with their workloads, and to feel that they have colleagues they can call on when they need. Those with mentors are more likely to report enough support and colleagues they can call on.

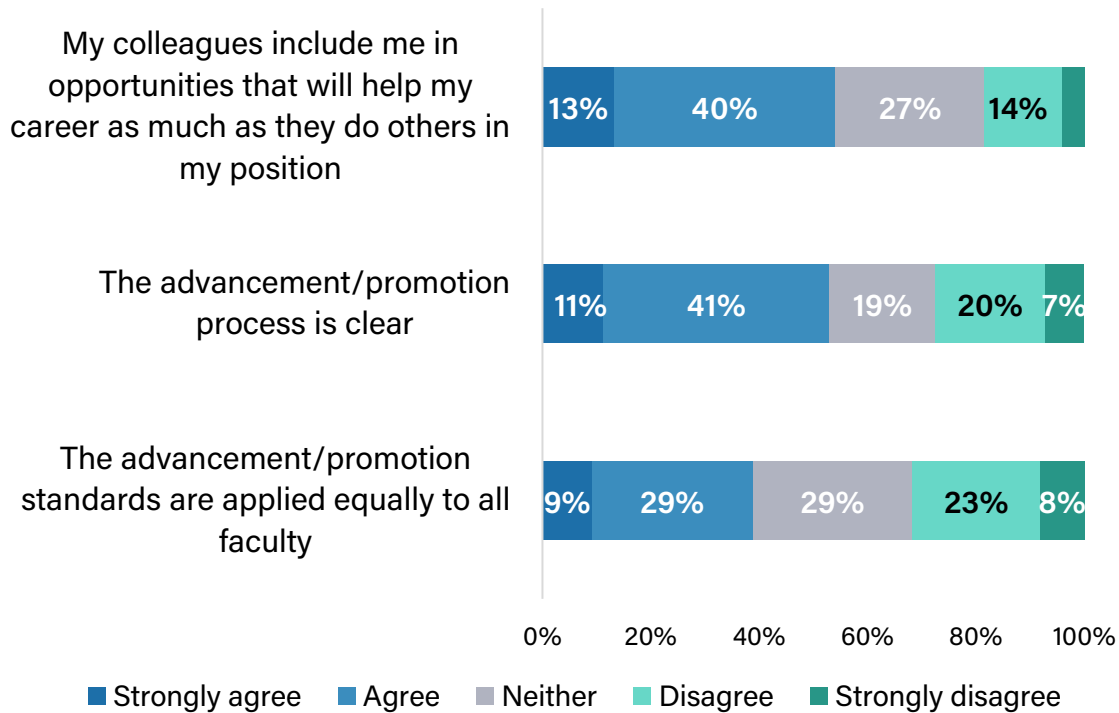
On the flip side, the groups most likely to strongly disagree or disagree that they have a manageable workload and adequate support include:

- Women
- Faculty in their 40s and 50s
- Faculty with a disability

Promotion and career advancement

Just over half of faculty members (53%) agree or strongly agree their colleagues include them in career advancement opportunities as much as others in their position while 18% disagree or strongly disagree. About the same number (52%) believe the promotion process is clear but there is somewhat more disagreement (27%). Fewer (38%) believe that promotion standards are applied equally to all faculty while 30% disagree or strongly disagree.

As a faculty member at UCSF, I feel...



Q28. As a faculty member at UCSF, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? a. My colleagues include me in opportunities that will help my career as much as they do others in my position; b. The advancement/promotion process is clear; c. The advancement/promotion standards are applied equally to all faculty

Faculty with a mentor (60%) are more likely to say their colleagues include them in career advancement opportunities. Faculty less likely to say their colleagues include them in career advancement opportunities include:

- Women (52% total agree, compared to 58% among men)
- Faculty in their 50s (45% total agree)
- Asian faculty (48% total agree)
- Faculty with a disability (48% total agree)

The groups of faculty most likely to believe that the advancement/promotion process is clear includes older and more experienced faculty as well as those farther along in their careers. Many of the groups listed are also more likely to say that the promotion criteria are applied equally to all faculty.

- Faculty in the Clinical X (57% total agree), In Residence (56% total agree) and Ladder Rank (61% total agree) series
- Full Professors (64% total agree)
- Men (60% total agree)
- Faculty who have been employed for 11 to 19 (56% total agree) or more than 20 years (70% total agree)
- Faculty in their 50s (59% total agree) and age 60+ (58% total agree)
- Non-LGBTQ+ faculty (54% total agree)
- White faculty (57% total agree)

Full professors, men, those who have been at UCSF more than 20 years, those in their 60s, and white faculty are also more likely to believe the promotion criteria are applied equally.

The groups of faculty more likely to disagree that the advancement/promotion process is clear include:

- Adjunct Faculty (34% total disagree)
- Instructors (35% total disagree) and Assistant faculty (34% total disagree)
- Women (30% total disagree)
- Hispanic (37% total disagree) and Black/African American faculty (44% total disagree)
- Faculty with a disability (37% total disagree)

The groups of faculty more likely to disagree that the advancement/promotion process is applied equally to all include:

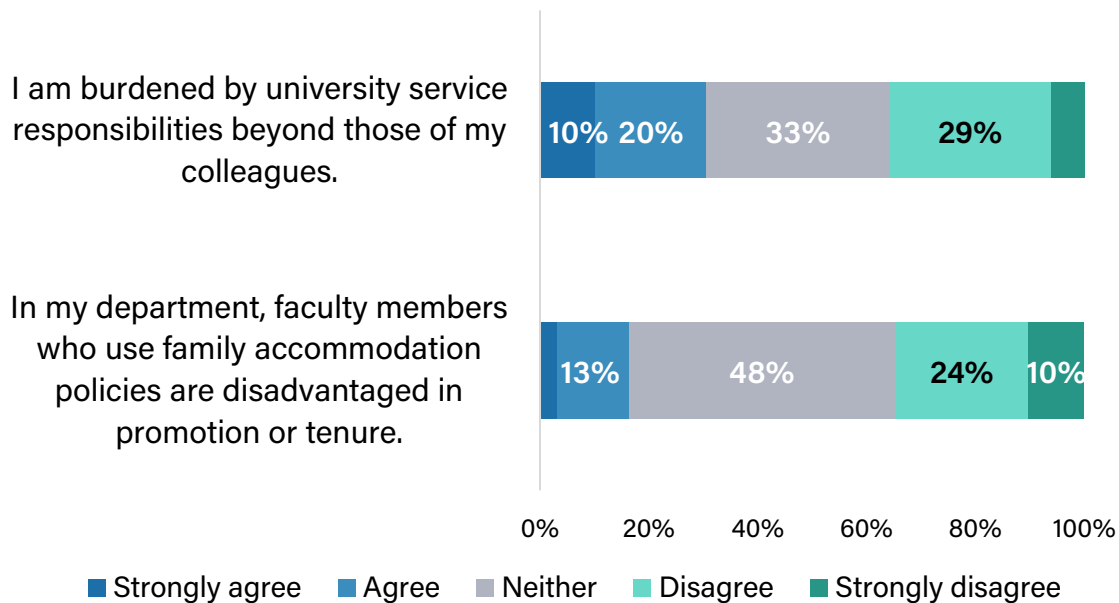
- Faculty in the Ladder Rank series (39% total disagree)
- Faculty who have been employed by UCSF for 6-10 years (37% total disagree) and 11-20 years (37% total disagree)
- Women (34% total disagree)
- Black/African American (43% total disagree) and multiracial (37% total disagree) faculty
- Faculty with a disability (39% total disagree)

Service responsibilities and family accommodation policies

Thirty percent of faculty agree or strongly agree that they are burdened more than their colleagues by university service responsibilities, while 16% say that faculty members using

family accommodation policies are disadvantaged in the promotion or tenure process. Disagreement is higher than agreement for both statements.

As a faculty member at UCSF, I feel...



Q28. As a faculty member at UCSF, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? d. I am burdened by university service responsibilities beyond those of my colleagues; e. In my department, faculty members who use family accommodation policies are disadvantaged in promotion or tenure

The groups of faculty most likely to say they are burdened by university service responsibilities beyond those of their colleagues includes:

- Faculty in the Clinical X (38% total agree) and Ladder Rank series (38% total agree)
- Associate Professors (36% total agree)
- Faculty who have been employed at UCSF for 6-10 years (38% total agree) or 11-20 years (34% total agree)
- Women (33% total agree)
- Faculty between the ages of 40-49 (35% total agree)
- Hispanic (37% total agree), Black/African American (47% total agree), and multi-racial faculty (38% total agree)

The groups most likely to agree that, in their department, faculty members who use family accommodation policies are disadvantaged in promotion or tenure includes:

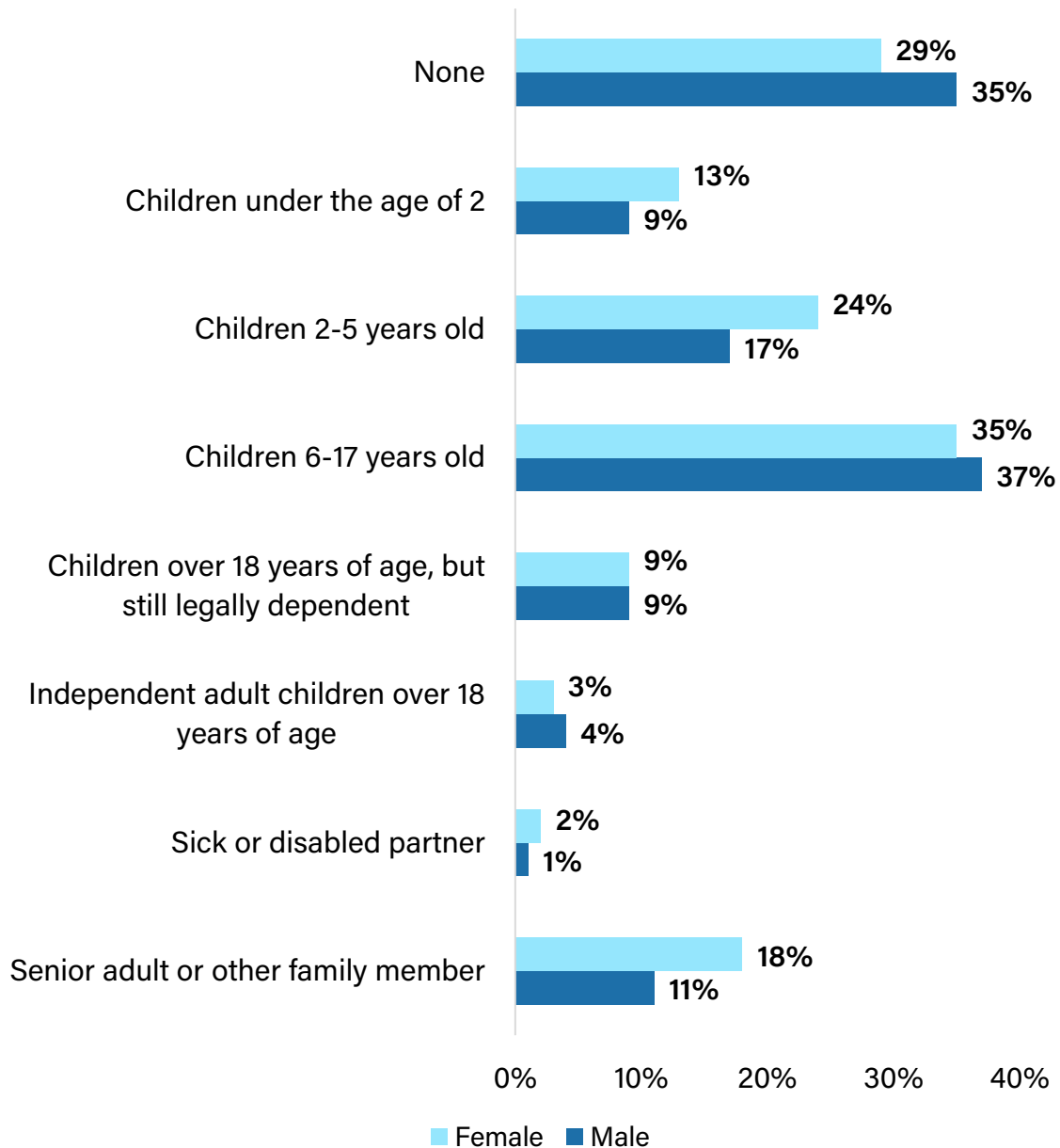
- Adjunct faculty (22% total agree)
- Assistant Professors (23% total agree)
- Faculty who have been employed at UCSF for more than one year but less than 20 (1-5 years: 18% total agree, 6-10 years: 20% total agree, 11-20 years: 18% total agree)
- Women (20% total agree)
- Faculty under 40 (21% total agree)
- Asian (20% total agree), Hispanic (23% total agree), and multiracial faculty (22% total agree)
- Faculty with a disability (22% total agree)

5. Faculty caregiving responsibilities

Sixty-seven percent of faculty are caregivers in some form or another. The most common caregiving responsibility for faculty are children between the ages of 6 and 17 years of age. A substantial portion are caring for younger children: 12% have children under 2 and 21% have children between 2 and 5. A smaller group is caring for legally dependent adult children (8%) and/or independent adult children (3%). Other faculty are caring for a senior adult or other family member (14%) or a sick or disabled partner (2%).

Caregiving responsibilities vary by gender: 29% percent of female faculty members report not having any sort of caregiving or parenting responsibility, compared to 35% of male faculty. Women are more likely than men to be caring for children under two (13% compared to 9%) and between ages two and five (24% compared to 17%). They are also more likely to be caring for seniors (18% compared to 11%).

Faculty: Do you have substantial parenting or caregiving responsibility?



Q29: Do you have substantial parenting or caregiving responsibility... none, children under the age of 2, children 2-5 years old, children 5-17 years old, children over 18 years of age but still legally dependent, independent adult children over 18 years of age, sick or disabled partner, senior adult or other family member, pregnant or expectant partner, child/children with disabilities, pet(s), grandchildren or children of another family member?

Since the COVID-19 pandemic, faculty with caregiving responsibilities describe impacts on a number of aspects of their work lives, including:

- Productivity (62% report this impact)
- Ability to concentrate (61%)
- Work schedule (60%)
- Number of hours available to work per week (51%)
- Ability to work on site at UCSF (48%)
- Ability to attend meetings (45%)
- Career development (44%)
- Ability to volunteer for committee or workgroups (44%)
- Ability to serve in or take leadership roles (33%)
- Ability to mentor (33%)

As shown in the table below, those caring for children under 5 are more likely to report impacts on every aspect of their careers compared to those with older children. Those caring for a senior adult or partner report more impact on their careers than those caring for adult children.

Impacts of Caregiving for Faculty

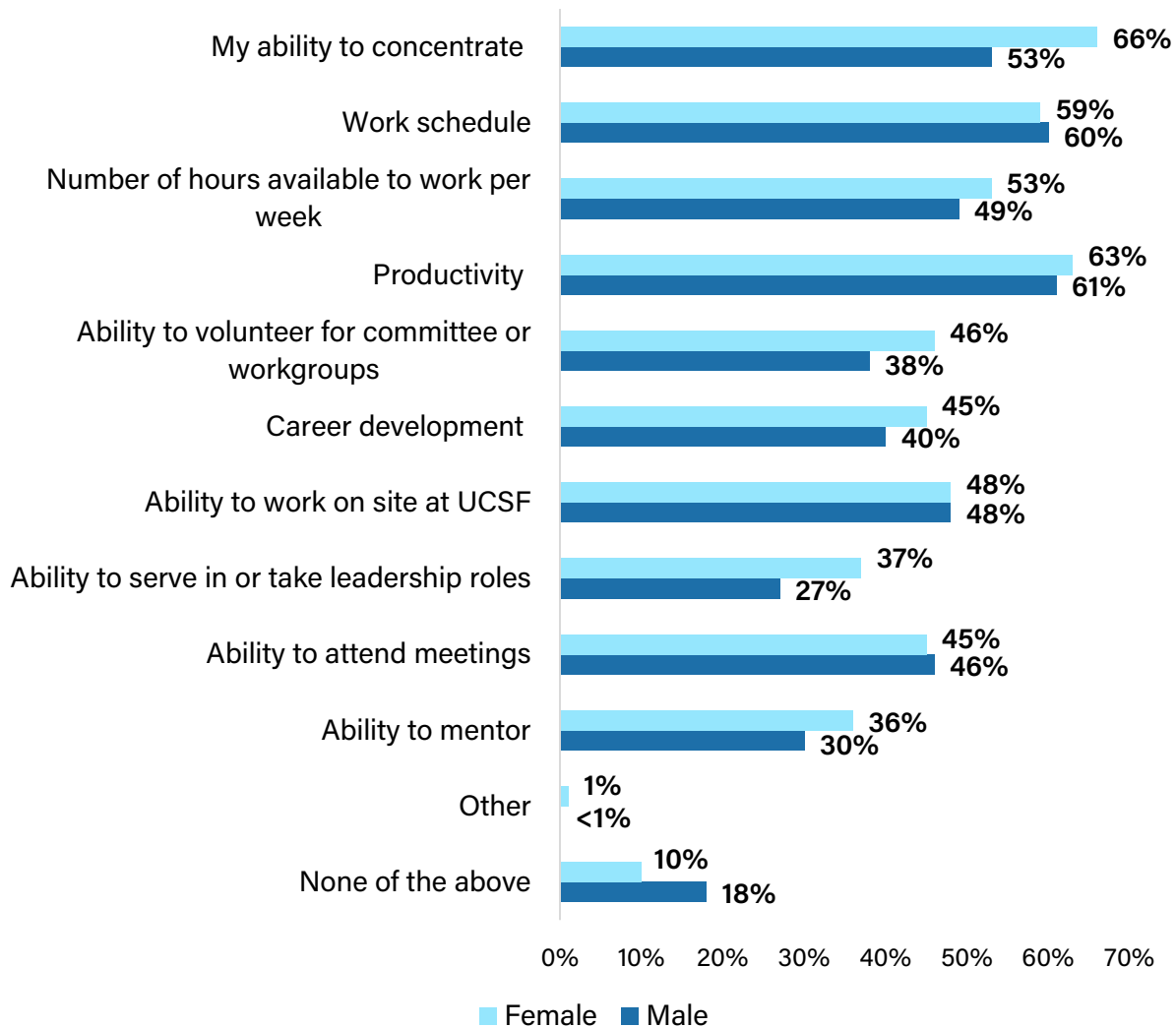
Among Caregivers, N=1,235

	All caregivers	Caring for Children <5	Caring for school-aged children	Caring for adult children	Caring for senior or partner
Percent reporting impact on:					
Productivity	62%	76%	65%	35%	59%
My ability to concentrate	61%	74%	66%	32%	58%
Work schedule	60%	73%	67%	29%	57%
Number of hours available to work per week	51%	70%	56%	19%	45%
Ability to work on site at UCSF	48%	57%	56%	24%	44%
Ability to attend meetings	45%	60%	49%	21%	36%
Career development	44%	56%	46%	22%	43%
Ability to volunteer for committee or workgroups	44%	58%	44%	19%	43%
Ability to serve in or take leadership roles	33%	42%	36%	12%	35%
Ability to mentor	33%	41%	37%	19%	31%

There are also differences by gender among faculty who report caregiving responsibilities, as shown below. Women are more likely to report negative impacts, with the biggest

differences between men and women on concentration, ability to volunteer for committees and work groups, and ability to serve in or take on leadership roles.

Faculty: Since the COVID-19 pandemic, my caregiving responsibilities (child or other dependent) have negatively impacted: (AMONG CAREGIVERS, N=1,235)



Q30. Since the COVID-19 pandemic, my caregiving responsibilities (child or other dependent) have negatively impacted...my ability to concentrate, work schedule, number of hours available to work per week, productivity, ability to volunteer for committee or workgroups, career development, ability to work on site at UCSF, ability to serve in or take leadership roles, ability to attend meetings, ability to mentor, other, (please specify), none of the above?

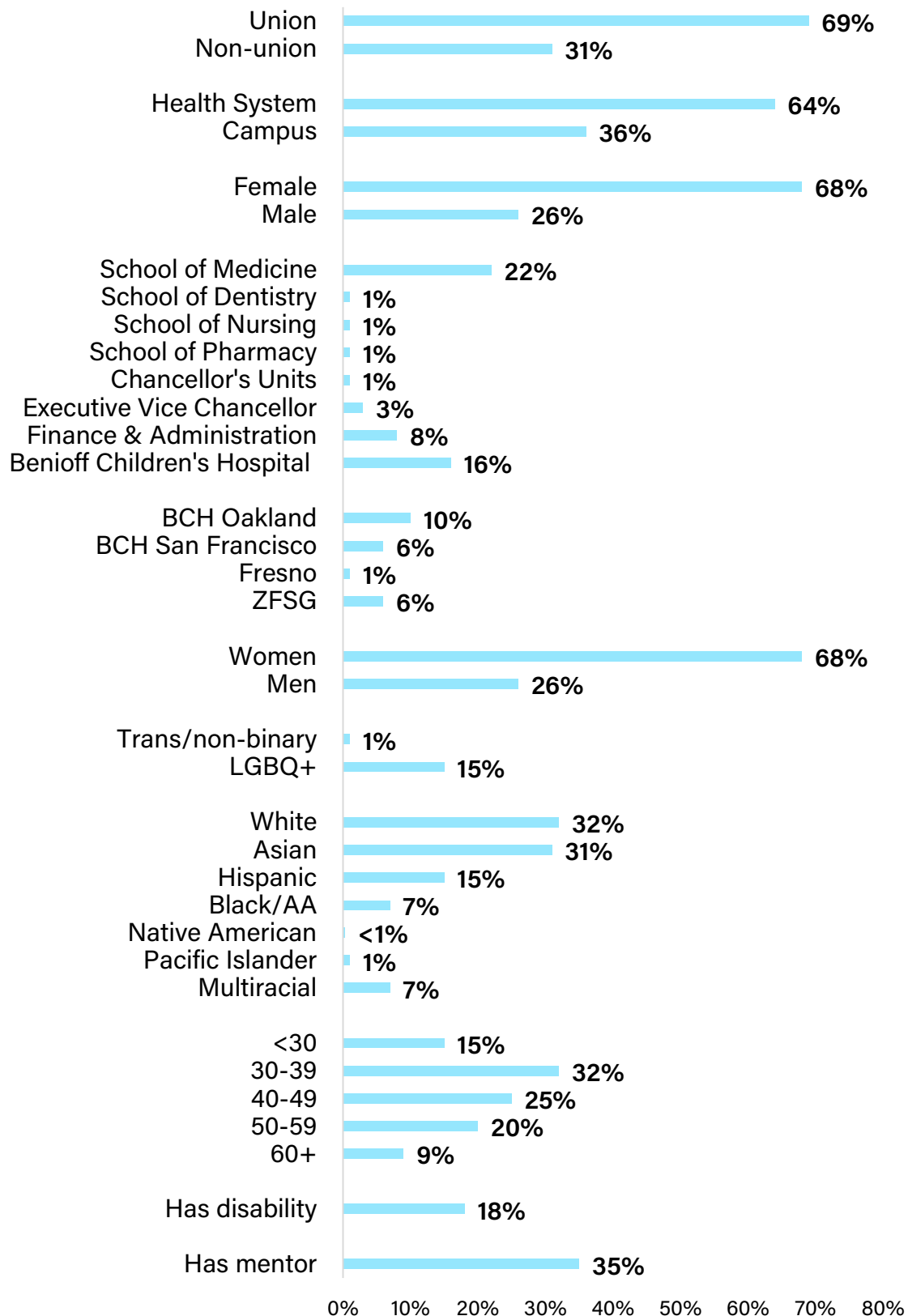
B. Staff

Staff mirror faculty responses, largely feeling satisfied with their careers, with satisfaction lower among historically underrepresented groups. Staff also provide a mostly positive assessment of their working environment, and a majority say they would like to stay long-term at the university. However, they are somewhat mixed about their professional development experiences and provide a lukewarm assessment of the career advancement process. Those with caregiving responsibilities report work-related challenges posed by the pandemic, though fewer report negative impacts than among the faculty.

1. Staff profile

The respondents to the survey reported here were weighted to match the total UCSF staff population according to data provided by UCSF. The table below illustrates the proportion of the staff that each demographic group represents in the weighted survey data.

Staff Demographics

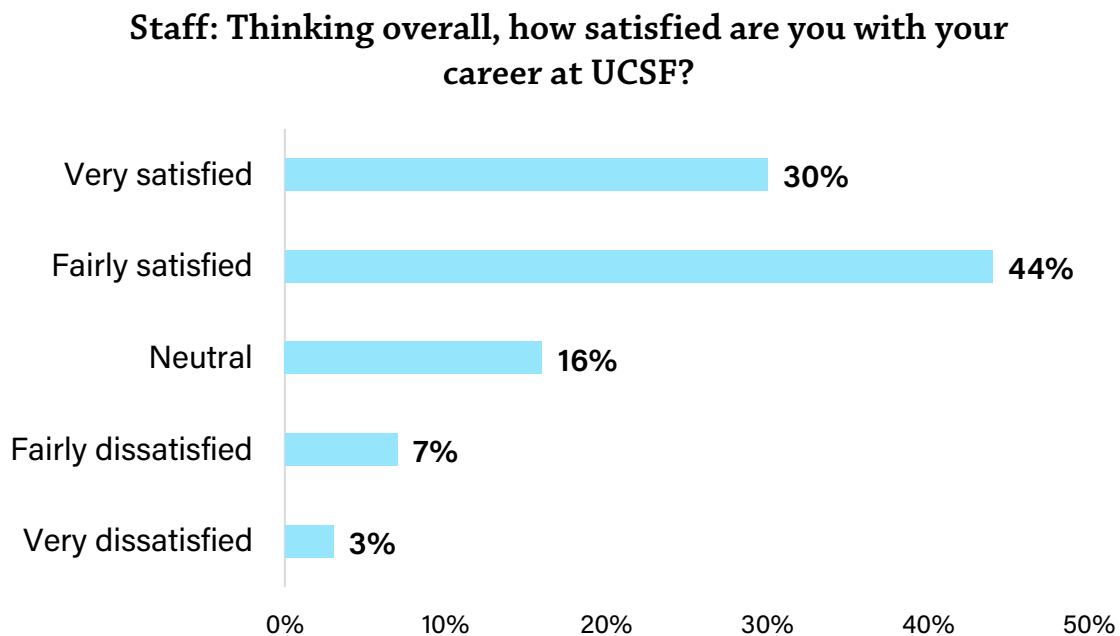


2. Staff career satisfaction

A large majority of staff is satisfied with their careers at UCSF and a narrower majority would like to spend the rest of their career at UCSF, though underrepresented groups such as Black/African American staff, trans/non-binary staff, and people with disabilities report lower levels of satisfaction.

Career satisfaction

Nearly three quarters (74%) of staff are very or fairly satisfied with their career at UCSF, and just 10% are fairly or very dissatisfied with their career.



Q1. Thinking overall, how satisfied are you with your career at UCSF... very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

The groups of staff expressing higher levels of satisfaction with their careers include:

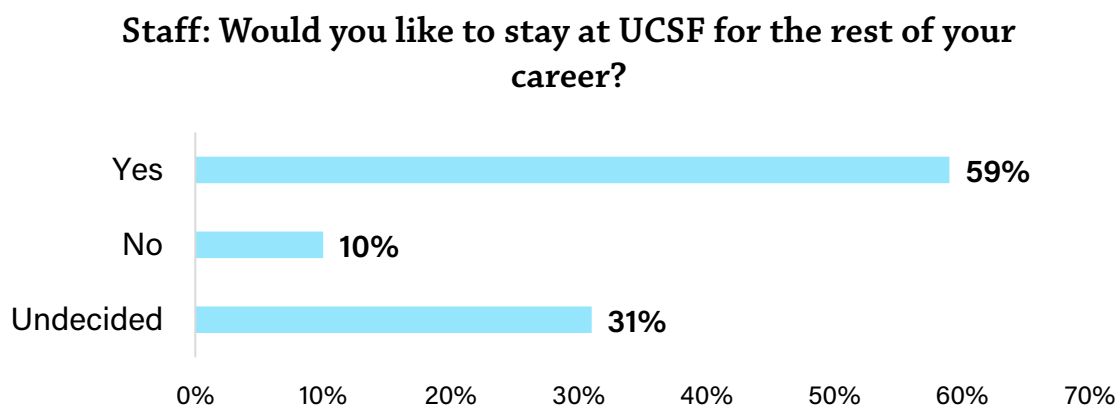
- Those who have been working at UCSF less than one year (83% total satisfied) or more than 20 years (80% total satisfied)
- Those over age 60 (80% total satisfied)
- Those who report having a mentor (85% total satisfied)

Other groups of staff express somewhat lower levels of satisfaction:

- Trans/non-binary staff (57% total satisfied)
- Black/African American staff (67% total satisfied)
- Staff with a disability (63% total satisfied)
- Those without a mentor (68% total satisfied)

Career longevity

Most staff at UCSF (59%) would like to remain at UCSF for the rest of their career. Another 31% are undecided, while only 10% of staff do not want to stay at UCSF for the rest of their career.



Q2. Would you like to stay at UCSF for the rest of your career... yes, no, undecided?

The groups of staff that express the highest desire to stay at UCSF for the rest of their careers include those who are older and already well into their careers, as well as Native Hawaiian/Pacific Islanders:

- Staff employed 20+ years (84% yes) and 11-20 years (72% yes)
- Staff over the age of 60 (85% yes) and those between 50-59 (77% yes)
- Pacific Islander staff (75% yes)

The groups of staff that are less likely to want to stay at UCSF for the rest of their careers include:

- Campus staff (52% yes)
- Those who have been at UCSF less than five years (50% yes)
- Trans/non-binary staff (42% yes)
- LGBTQ+ staff (52% yes)

- Staff under 30 (32% yes) and in their 30s (49% yes)
- Staff with a disability (49% yes)

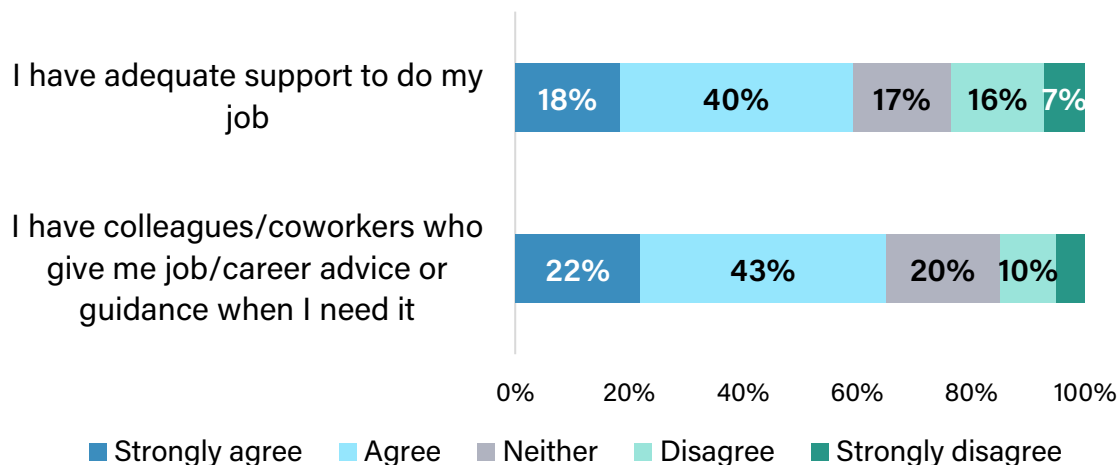
3. Environment for staff

Most staff feel they have the support they need from the university and their coworkers, and majorities say the evaluation process is clear and fair. But they are a little more mixed on the workload and work-life balance, and about opportunities for professional development and advancement.

Support and help from coworkers

Most staff at UCSF are positive about the level of support they receive in their job and the guidance they can count on from colleagues. Almost two thirds of staff (65%) strongly agree or agree that they have colleagues or coworkers who give advice regarding their career or job when they need it, and a majority says that they have adequate support to do their job (58%).

Staff: Support and Help from Coworkers



Q26. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? a. I have adequate support to do my job; c. I have colleagues/coworkers who give me job/career advice or guidance when I need it

New staff and those with a mentor and/or sponsor are more likely to say they receive adequate support and that they have colleagues to give them advice or guidance.

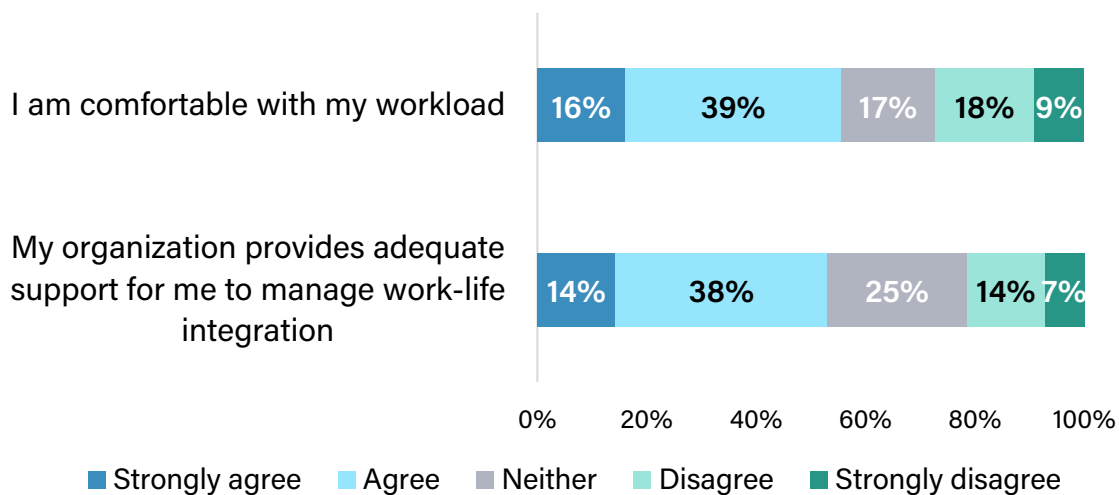
The following groups of staff are less likely to say they receive sufficient support and to have colleagues they can call on for advice:

- Trans/non-binary staff
- Black/African American and multiracial staff
- Staff with a disability

Workload and work-life integration

Staff are a little more divided about workload and work-life issues, though views are still generally positive. A majority (55%) agrees or strongly agrees they are comfortable with their workload while 27% disagree or strongly disagree. A similar proportion (53%) says their organization provides adequate support for work life-integration, while 21% disagree/strongly disagree.

Staff: Workload and work-life integration



Q26. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? b. I am comfortable with my workload; Q27. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? a. My organization provides adequate support for me to manage work-life integration

Staff who have been at UCSF less than a year are more likely to say they are comfortable with their workload and that they have adequate support for work-life integration.

The following groups are less comfortable with their workloads and less likely to believe there is support for work-life integration:

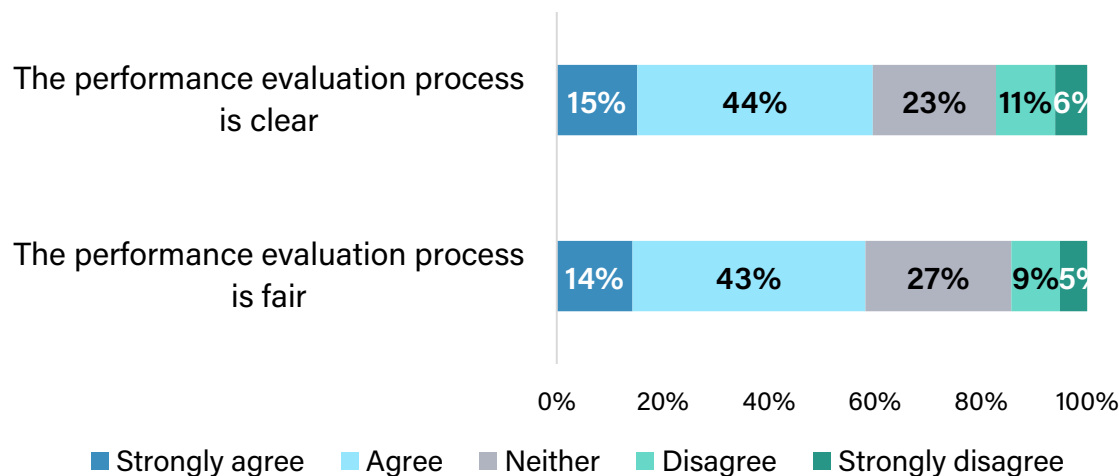
- Trans/non-binary staff
- Staff with a disability

Additionally, UCSF Health staff (50% total agree) are less likely to believe there is support for work-life integration than Campus staff (58% total agree).

Evaluation process

Most staff describe the performance evaluation process as both clear and fair. Six in ten (59%) agree or strongly agree that the process is clear, and 57% say the process is fair.

Staff: Evaluation Process



Q27. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? e. The performance evaluation process is clear; f. The performance evaluation process is fair

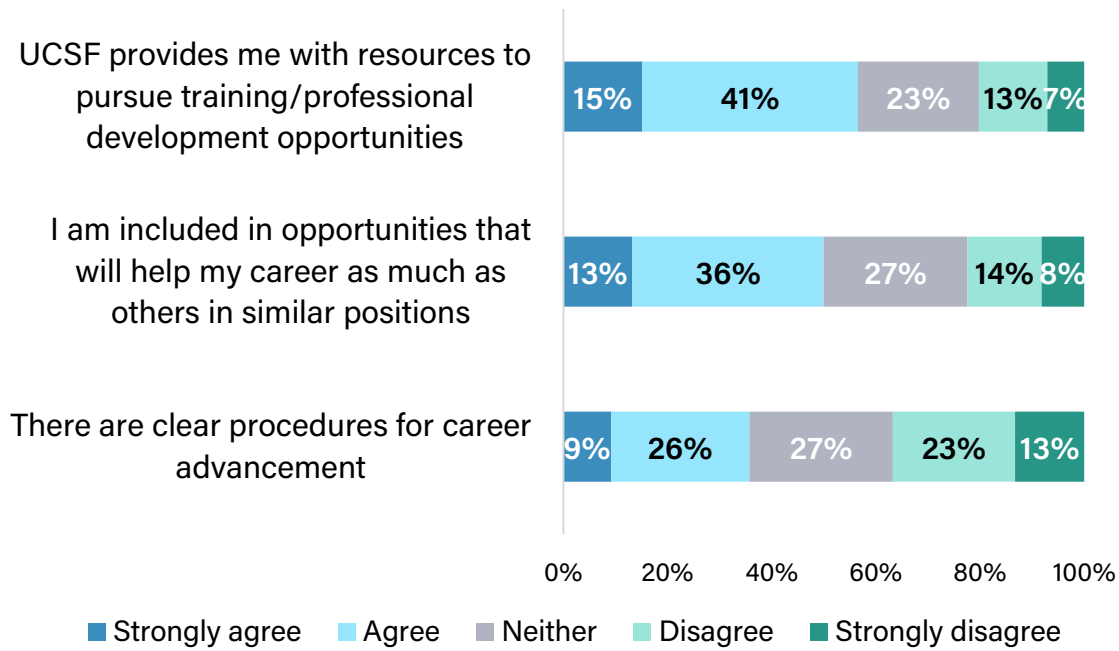
Those with a mentor are more likely to see the process as clear and fair. Trans/non-binary staff and staff who have a disability are less likely to see the process positively. Black/African American staff are also low on perception of the process as fair.

Professional development and career advancement

A majority (56%) agrees or strongly agrees that UCSF provides the resources to pursue professional development opportunities, while half (50%) say that they are included in opportunities that will help their careers as much as others are. However, there is less optimism for career advancement within the ranks of staff at UCSF, as only 36% agree or

strongly agree that there are clear procedures for career advancement at UCSF, while an equal number (35%) disagree or strongly disagree.

Staff: Professional/Career Development



Q27. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? b. I am included in opportunities that will help my career as much as others in similar positions; c. UCSF provides me with resources to pursue training/professional development opportunities; d. There are clear procedures for career advancement

Younger and newer staff are generally more positive about all aspects of professional development than older and longer-term staff. Groups of staff generally less likely to make positive assessments of professional and career development opportunities in general include:

- Trans/non-binary staff
- Black/African American, Hispanic, and multiracial staff
- Staff with a disability

Union-represented staff are less likely to say they are provided with resources to pursue professional development but more likely to say there are clear procedures for career advancement when compared to non-union staff. Campus staff are less likely to believe there are clear procedures for advancement than UCSF Health staff.

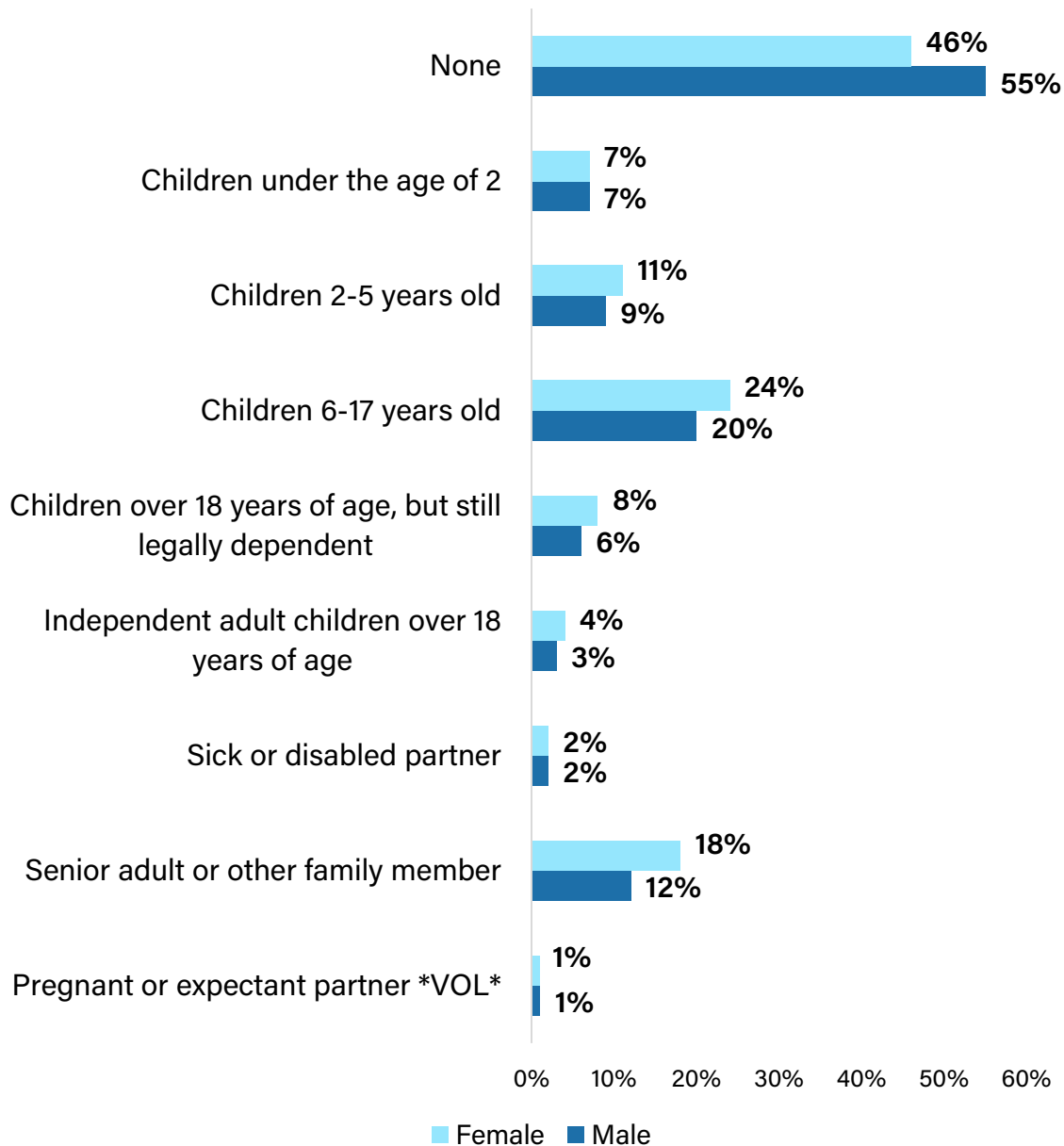
4. Staff caregiving responsibilities

Scope of responsibility

Fifty percent of staff say they have caregiving responsibilities, with the most common caregiving responsibility being children between the ages of 6 and 17 years of age (22%). Another substantial portion are caring for younger children: 7% have children under 2 and 10% have children between 2 and 5. A smaller group is caring for legally dependent adult children (8%) and/or independent adult children (4%). Almost one in five is also caring for a senior adult or other family member (16%) or a sick or disabled partner (2%).

Caregiving responsibilities vary by gender. While a majority of male staff (55%) say they have no caregiving responsibility, among women, 46% are not caregivers. Women are more likely to report caregiving in nearly every category, but especially for seniors (18% compared to 12% among men) and school age children (24% compared to 20%).

Staff: Do you have substantial parenting or caregiving responsibility?



Q29: Do you have substantial parenting or caregiving responsibility... none, children under the age of 2, children 2-5 years old, children 5-17 years old, children over 18 years of age but still legally dependent, independent adult children over 18 years of age, sick or disabled partner, senior adult or other family member, pregnant or expectant partner, child/children with disabilities, pet(s), grandchildren or children of another family member?

Among those who have caregiving responsibilities, the top negative impacts they report on their work since the COVID-19 pandemic include:

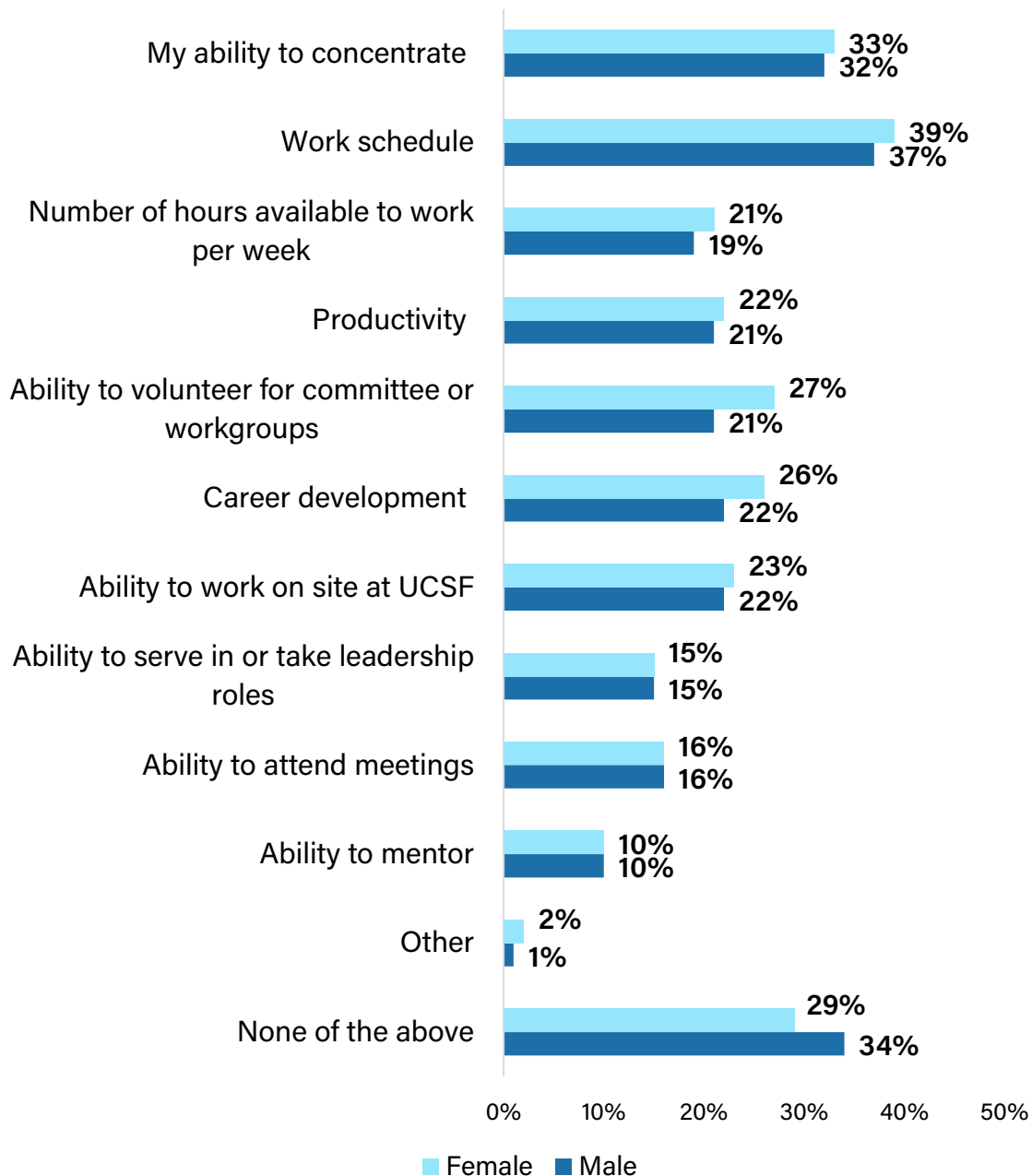
- Work schedule (39%)
- Ability to concentrate (33%)
- Career development (25%)
- Ability to volunteer for committee or workgroups (25%)
- Ability to work on site at UCSF (23%)
- Productivity (22%); and
- Number of hours available to work per week (21%)

As shown in the table below, and similar to the situation among faculty, those caring for children under 5 are more likely to report impacts on every aspect of their careers compared to those with older children or caring for adults.

Staff: Impacts of Caregiving					
Among Caregivers, N=5103					
	All caregivers	Caring for Children <5	Caring for school-aged children	Caring for adult children	Caring for senior or partner
Percent reporting impact on:					
Work schedule	39%	54%	40%	23%	36%
My ability to concentrate	33%	40%	33%	24%	36%
Career development	25%	36%	26%	16%	26%
Ability to volunteer for committee or workgroups	25%	36%	27%	14%	25%
Ability to work on site at UCSF	23%	30%	28%	14%	23%
Productivity	22%	28%	22%	15%	22%
Number of hours available to work per week	21%	33%	23%	10%	18%
Ability to attend meetings	16%	25%	17%	9%	13%
Ability to serve in or take leadership roles	15%	23%	15%	9%	16%
Ability to mentor	10%	16%	10%	6%	11%

There are also differences by gender among those who report caregiving responsibilities, with women more likely to report negative impacts, especially on their career development and ability to volunteer for committees and work groups.

**Since the COVID-19 pandemic, my caregiving responsibilities (child or other dependent) have negatively impacted:
(AMONG CAREGIVERS BY GENDER, N=5,103)**



Q30. Since the COVID-19 pandemic, my caregiving responsibilities (child or other dependent) have negatively impacted...my ability to concentrate, work schedule, number of hours available to work per week, productivity, ability to volunteer for committee or workgroups, career development, ability to work on site at UCSF, ability to serve in or take leadership roles, ability to attend meetings, ability to mentor, other, (please specify), none of the above?

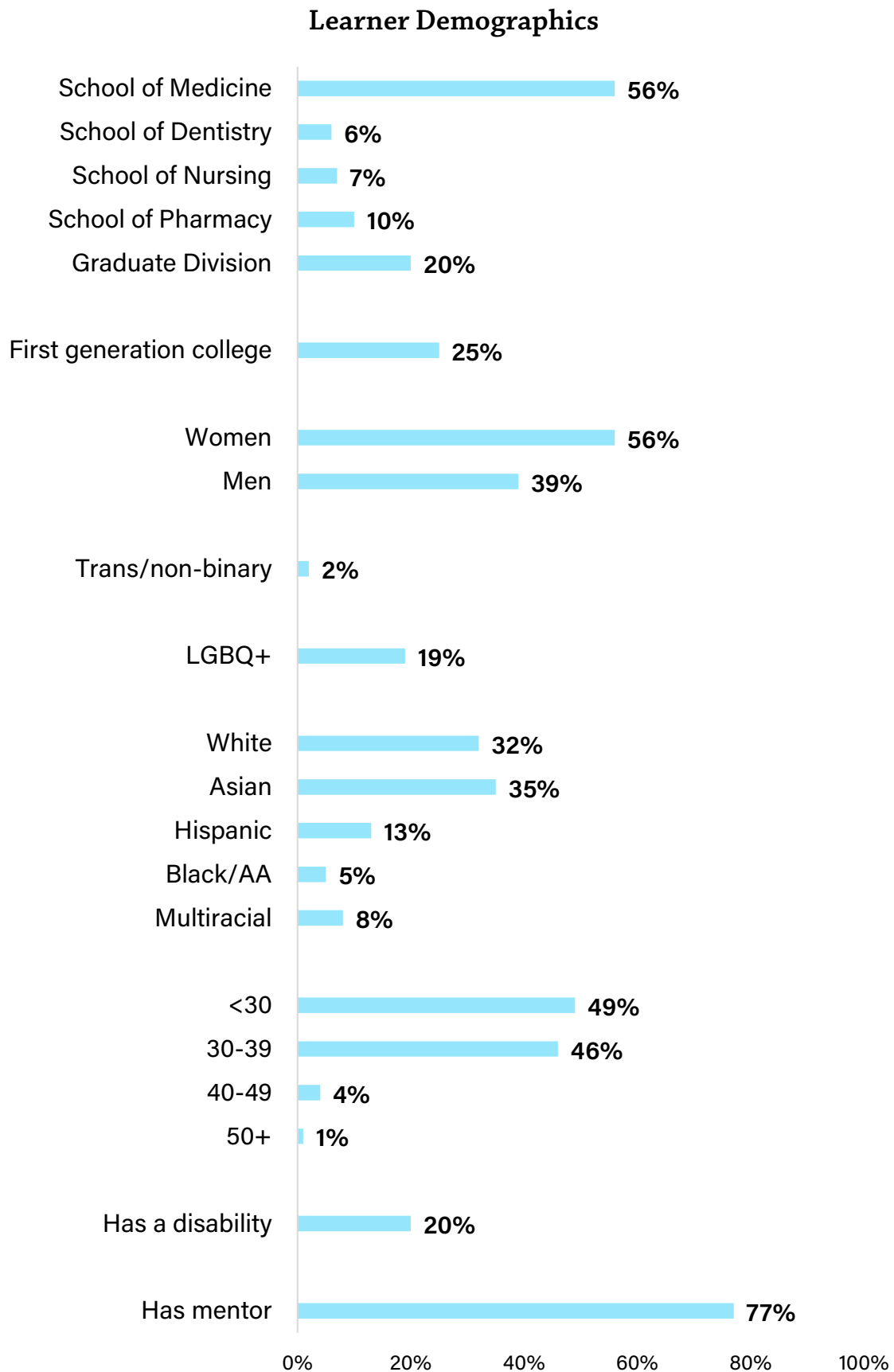
C. Learners

Majorities of learners are comfortable with their classes and clinical learning environments, with discomfort higher among historically underrepresented groups. Moreover, learners believe that it is clear what they need to do to succeed at UCSF and prepare for their careers. Most also view their current evaluation process as fair, regardless of the learning environment. As for the nearly one-third of learners who are employed by UCSF, they provide a similarly positive assessment of their working environment, professional and career advancement, and the evaluation process.

Learners generally offer positive assessments of the resources they have used on campus, particularly: Student Health & Counseling Services, the Office of Career & Professional Development, the Food Security for Students Program, and Learning Resource Services.

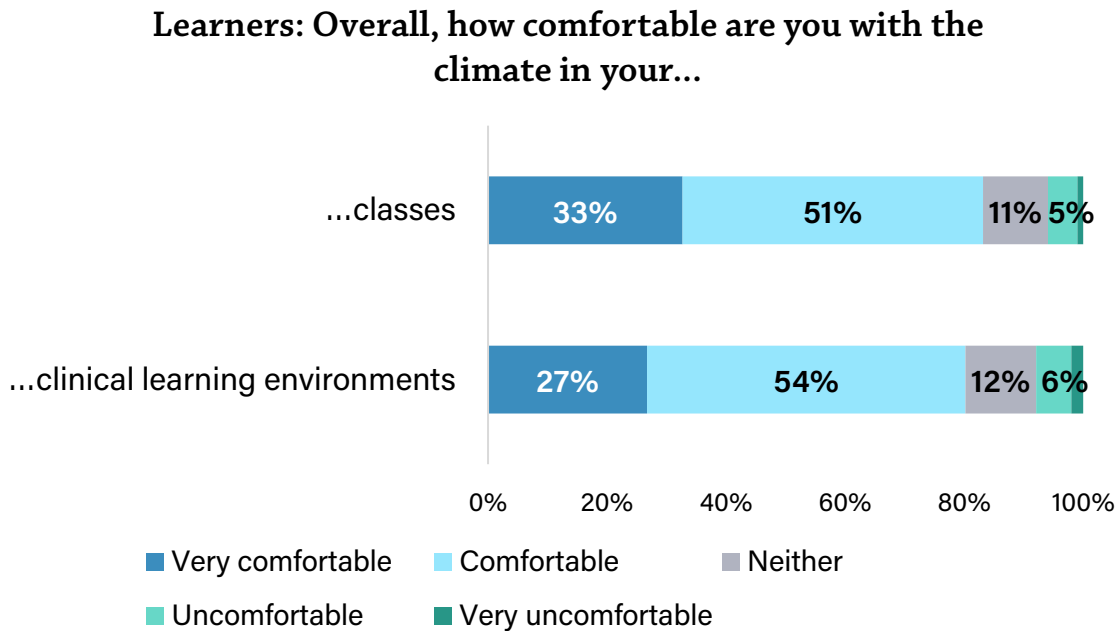
1. Learner profile

The survey data were weighted to match the total UCSF learner population according to data provided by UCSF. The table below illustrates the proportion of the learners that each demographic group represents in the weighted survey data.



1. Climate for learners in classes and clinical learning environments

Overall, the vast majority of learners in classes (84%) and clinical learning environments (81%) say they are comfortable or very comfortable in those settings.



Q5. Overall, how comfortable are you with the climate in your classes... very comfortable, comfortable, neither comfortable nor uncomfortable, uncomfortable, very uncomfortable, N/A?; Q6. Overall, how comfortable are you with the climate in your clinical learning environments... very comfortable, comfortable, neither comfortable nor uncomfortable, uncomfortable, very uncomfortable, N/A?

Across all types of learners, most who have classes are comfortable with the climate they experience (at least 80% and above), with fellows and residents reporting even higher levels of comfort.

- Professional students: 82% total comfortable/7% total uncomfortable
- PhD/Masters students: 80% total comfortable/8% total uncomfortable
- Fellows: 89% total comfortable/2% total uncomfortable
- Postdocs: 82% total comfortable/2% total uncomfortable
- Residents: 91% total comfortable/2% total uncomfortable

The groups of learners that are most likely to say they are uncomfortable with the climate in their classes include:

- Trans/non-binary learners (20% total uncomfortable)
- Those over age 50 (21% total uncomfortable)
- Black/African American learners (14% total uncomfortable)
- Learners with a disability (11% total uncomfortable)

Again, across all types of learners, most who have clinical learning environments are comfortable in them, particularly residents and fellows:

- Professional students: 75% total comfortable/10% total uncomfortable
- PhD/Masters students: 74% total comfortable/11% total uncomfortable
- Fellows: 85% total comfortable/6% total uncomfortable
- Postdocs: 77% total comfortable/5% total uncomfortable
- Residents: 90% total comfortable/4% total uncomfortable

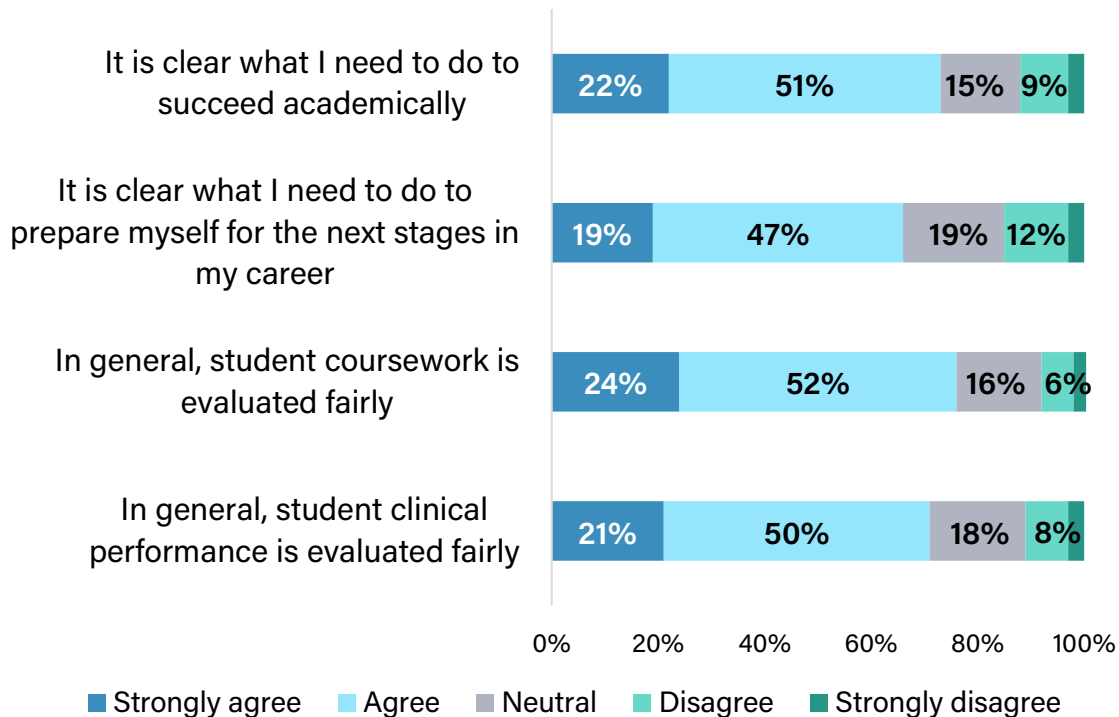
The groups of learners that are most likely to be uncomfortable with the climate in their clinical learning environments include:

- Trans/non-binary learners (21% total uncomfortable)
- Black/African American learners (14% total uncomfortable)
- Learners with a disability (15% total uncomfortable)

2. Fairness/effectiveness of UCSF academic preparation and evaluation

A strong majority of learners agree or strongly agree that it is clear what they must do to succeed at UCSF, as well as what they must do to prepare themselves for the next stages in their career. Most learners also believe that their coursework and student clinical performance are evaluated fairly.

Clarity and Fairness of Academic Evaluations (Excluding not applicable and no answer)



[EXCLUDING NOT APPLICABLE & NO ANSWER] Q24. As a student/trainee at UCSF... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree, N/A? a. It is clear what I need to do to succeed academically; b. It is clear what I need to do to prepare myself for the next stages in my career; c. In general, student coursework is evaluated fairly; d. In general, student clinical performance is evaluated fairly

Those without mentors, learners with disabilities, and trans/non-binary learners are more likely to express disagreement with all four statements.

Additionally, PhD/Masters students are more likely than other types of learners to disagree that it is clear what they need to do to succeed academically and that coursework is evaluated fairly.

3. Work environment for learners who are also employed by UCSF

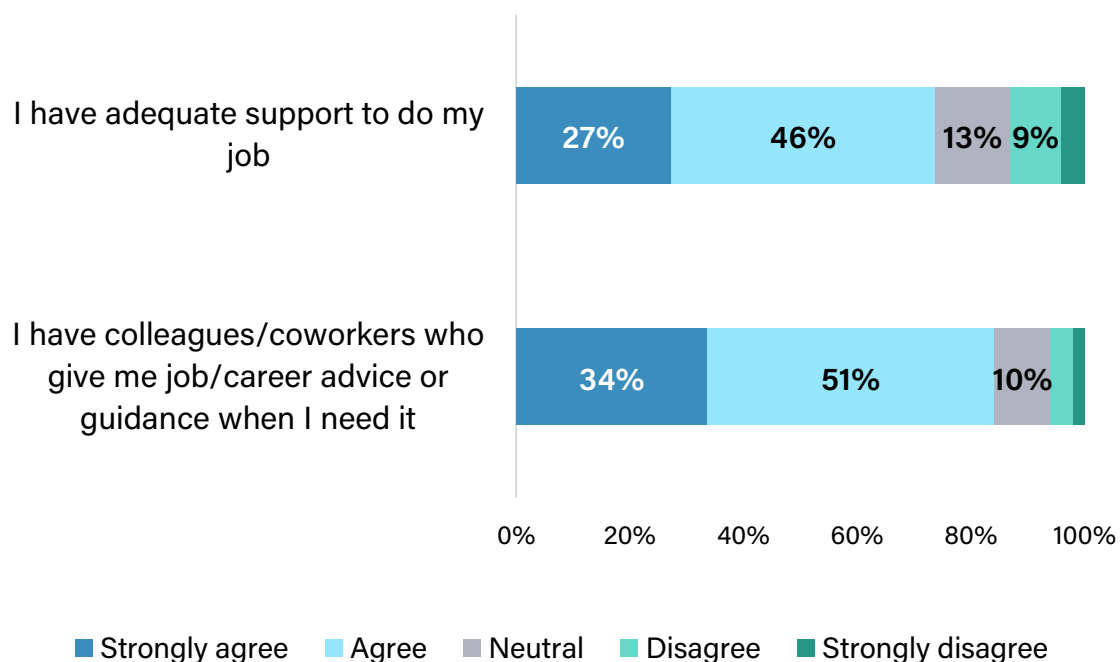
Thirty percent of learners at UCSF report that they are also employed by UCSF. Most learners who are also employed by UCSF say they have the support needed to do their jobs and colleagues they can lean on for advice when they need it. Learner employees are

also positive when it comes to their workload and work-life integration, professional and career advancement, and the evaluation process.

Support and help from coworkers

Most learners employed by UCSF agree or strongly agree that they have adequate support to do their job (74%). Even more (85%) say they have colleagues or coworkers who give advice regarding their career or job when they need it.

Support and help from coworkers

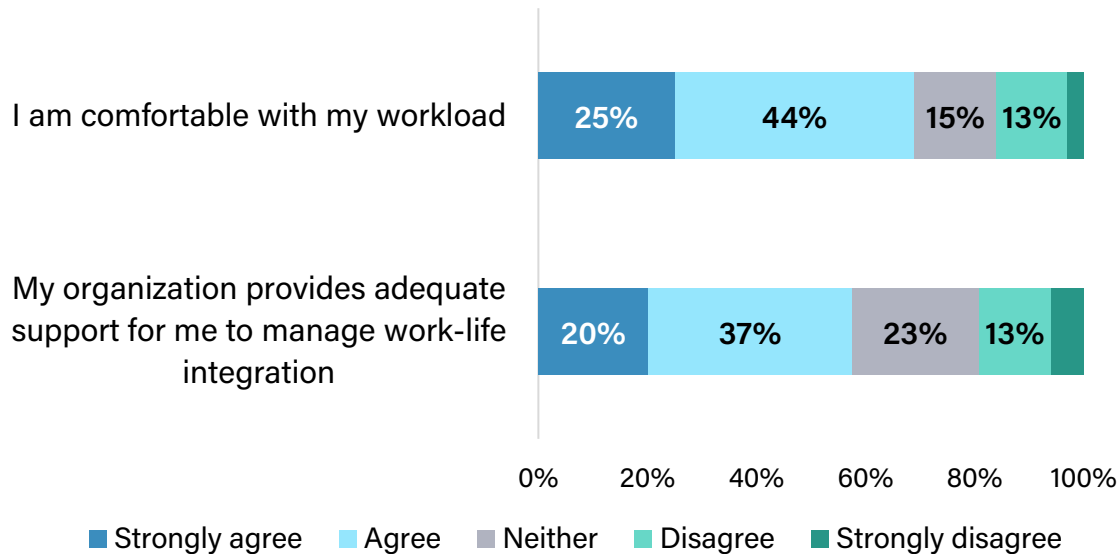


Q26. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly agree? a. I have adequate support to do my job; c. I have colleagues/coworkers who give me job/career advice or guidance when I need it

Workload and work-life integration

A sizeable majority (69%) of learner employees at UCSF agree or strongly agree they are comfortable with their workloads. A majority (57%) says that their organization provides adequate support to for work-life integration.

Workload and work-life integration



Q26. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly agree? b. I am comfortable with my workload; Q27. As a UCSF employee, I feel... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree? a. My organization provides adequate support for me to manage work-life integration

4. Services for learners

Many of the programs and services available to learners at UCSF are only used by a small group of learners, with the most frequently used programs utilized by a quarter to a third of learners. From most used to least used, we asked about:

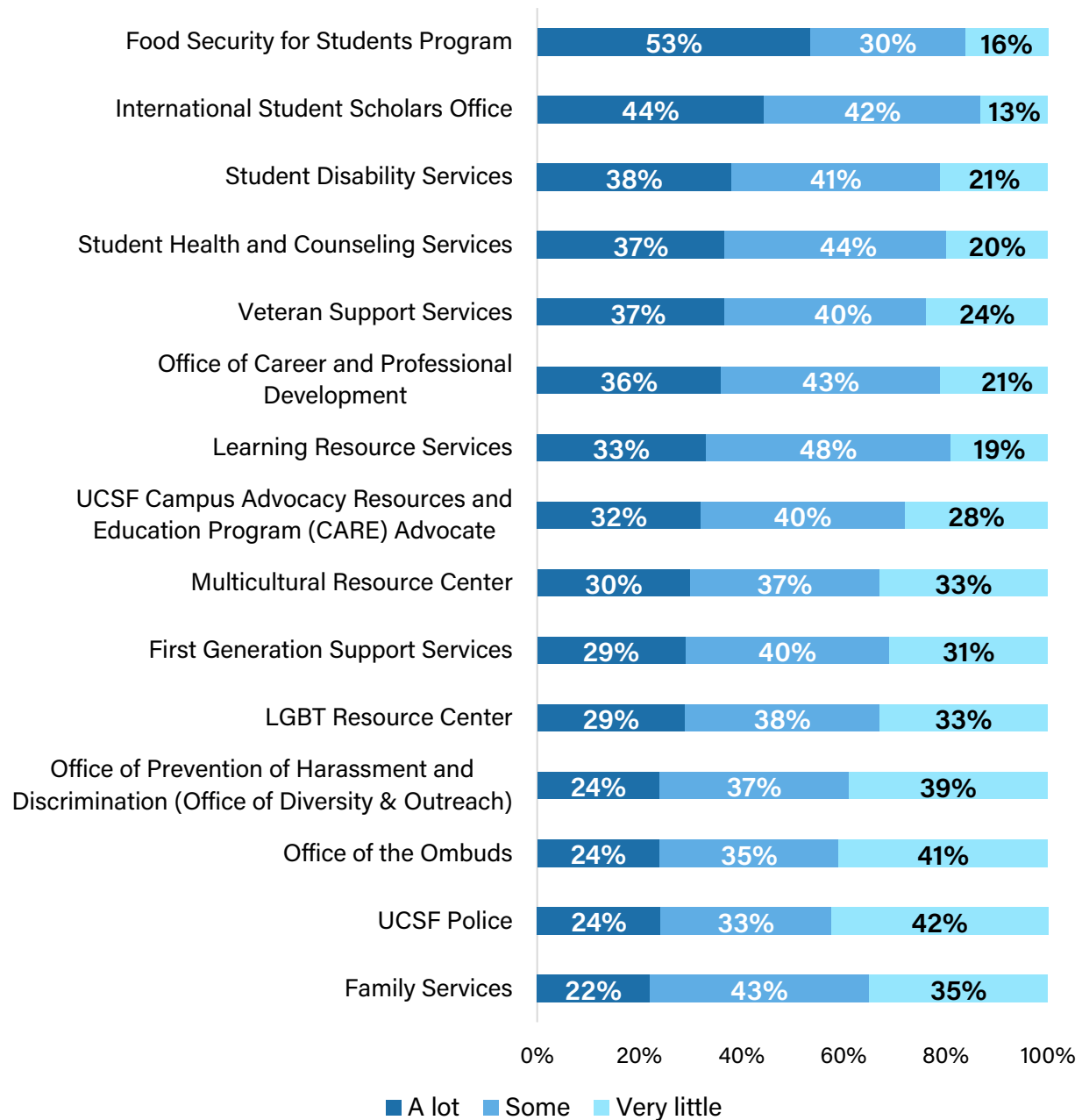
- Student Health & Counseling Services (36% used within the last year)
- Office of Career & Professional Development (34%)
- Food Security for Students Program (25%)
- Learning Resource Services (19%)
- International Student Scholars Office (15%)
- UCSF Police (15%)
- First Generation Support Services (12%)
- UCSF Campus Advocacy Resources and Education Program (CARE) Advocate (11%)
- Multicultural Resource Center (9%)
- Student Disability Services (9%)
- Family Services (9%)

- Office of Prevention of Harassment and Discrimination (Office of Diversity & Outreach) (8%)
- LGBT Resource Center (7%)
- Office of the Ombuds (7%)
- Veteran Support Services (4%)

As the graph on the next page illustrates, majorities of those who used each program say it met their needs a lot or some. The programs rated as most helpful include:

- International Student Scholars Office (87% of users say it met their needs a lot or some)
- Food Security for Students Program (84%)
- Learning Resource Services (81%)
- Student Health and Counseling Services (80%)
- Office of Career and Professional Development (79%)
- Student Disability Services (79%)
- Veteran Support Services (76%)
- UCSF Campus Advocacy Resources and Education Program (CARE) Advocate (72%)

Learners: If you used this resource in the past year, to what extent did it meet your needs? (AMONG USERS)



Q40. If you used this resource in the past year, to what extent did it meet your needs... a lot, some, a little, did not use?
a. UCSF Campus Advocacy Resources and Education Program (CARE) Advocate; b. Family Services; c. First Generation Support Services; d. Food Security for Students Program; e. International Student Scholars Office; f. Learning Resource Services; g. LGBT Resource Center; h. Multicultural Resource Center; i. Office of Career and Professional Development; j. Office of the Ombuds; k. Office of Prevention of Harassment and Discrimination (Office of Diversity & Outreach); l. Student Disability Services; m. Student Health and Counseling Services; n. UCSF Police; o. Veteran Support Services

We also examined use and attitudes toward the programs targeted to a specific subpopulation among members of that group. Findings are as follows:

- The International Student Scholars Office is well-utilized and perceived as helpful by learners with visas or other legal statuses. Eight in ten of this population used the program (80%). Of those who used it, 46% say it met their needs a great deal, 42% some and 12% very little.
- Student Disability Services has been utilized by a minority of learners with disabilities but is seen as helpful by those who have interacted with the program. Just 26% of those with disabilities used Student Disability Services, but of users, 45% say it met their needs a great deal, 37% some and just 19% very little.
- First Generation Support Services was used by a third of first-generation college graduates (33%), and among those who used this program, 28% say it met their needs a great deal, 37% some, and 36% very little.
- The Multicultural Resource Center was used by fewer than one in five Black/African American (17%), Hispanic (14%), Asian (12%), or multiracial users (7%) – too few users to be able to report satisfaction by individual racial/ethnic groups, though two-thirds of all users combined say it met their needs a great deal (30%) or some (37%), while a third (33%) say it met their needs very little.
- The LGBT Resource Center was used by 31% of trans/non-binary learners and 21% of LGBQ+ learners. Although there are too few trans/non-binary users to report their views separately, among LGBQ+ users, there is some room to grow in their perceptions of the program. A quarter (24%) say it met their needs a great deal, 38% some, and 38% very little.
- Veteran Support Services was utilized by 55% of American veteran learners – too few to report their views separately – although overall users were very positive about this program, with 37% say it met their needs a great deal, 40% some and 24% very little.

III. Overview of Climate for Social/Racial Groups

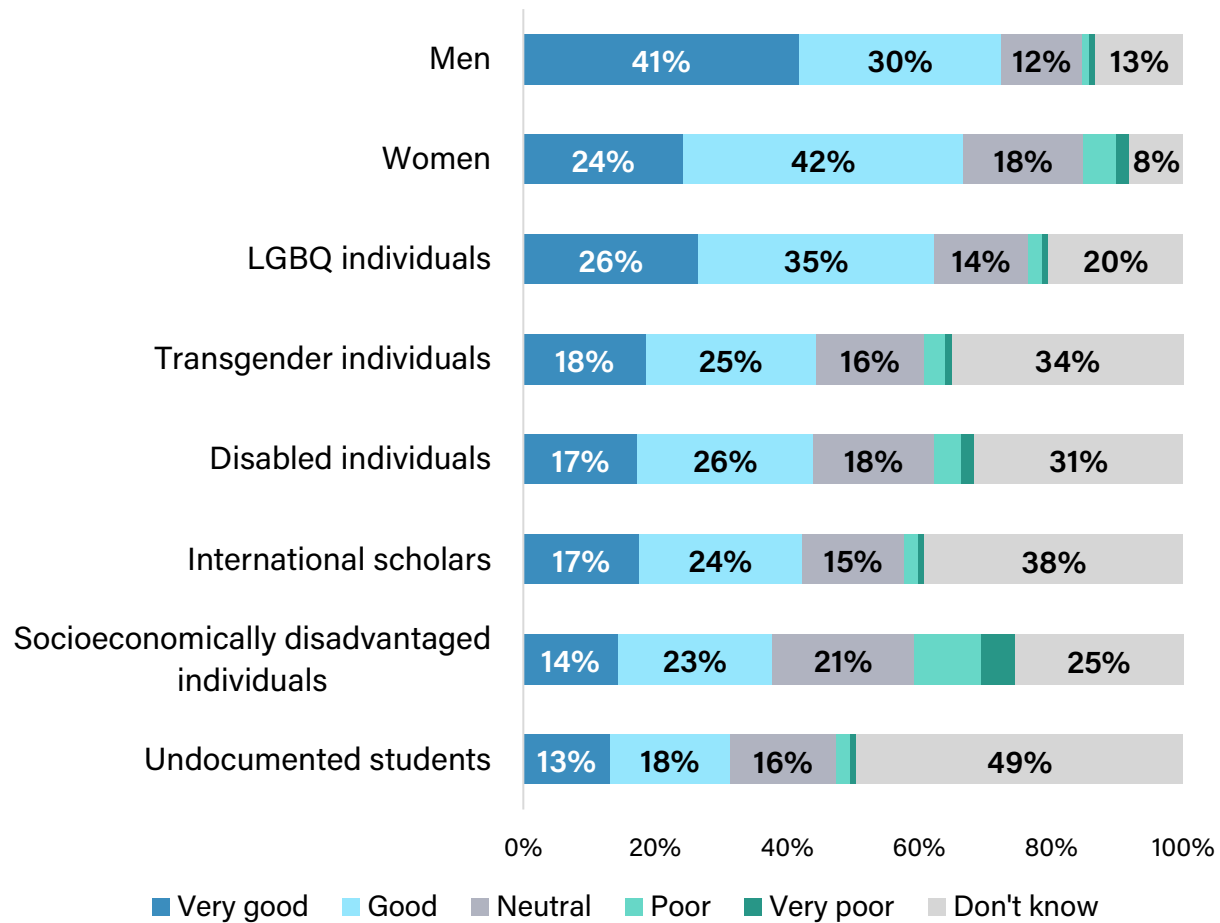
A. Perceptions of Climate

1. Climate for social groups at UCSF

Overall, the UCSF community believes the university climate is slightly better for men than for women, although they perceive the climate for both as good. Fewer are able to offer an opinion on the climate for specific under-represented social groups such as transgender individuals and undocumented students, but there is a sizable contingent that believes the climate is poor for socioeconomically disadvantaged individuals.

- Men: 71% total good or very good, 2% total poor or very poor, 13% don't know
- Women: 66% total good, 6% total poor, 8% don't know
- LGBQ (Lesbian, gay, bisexual, queer) individuals: 62% total good, 2% total poor, 20% don't know
- Transgender individuals: 44% total good, 4% total poor, 34% don't know
- People with disabilities: 43% total good, 6% total poor, 31% don't know
- International scholars: 42% total good, 3% total poor, 38% don't know
- Socio-economically disadvantaged individuals: 38% total good, 15% total poor, 25% don't know
- Undocumented students: 31% total good, 3% total poor, 49% don't know

How would you describe the climate overall for each of the following groups at UCSF?



Q13a-h: How would you describe the climate overall for each of the following groups at UCSF... very good, good, neutral, poor, or very poor? a. Women, b. Men, c. LGBQ (Lesbian, gay, bisexual, queer) individuals, d. Transgender individuals, e. People with disabilities, f. Undocumented, g. International Scholars, h. Socioeconomically disadvantaged individuals.

Men are slightly more likely to rate the **climate for men** positively:

- Men (75% total good, 5% total poor, 4% don't know)
- Women (72% total good, 1% total poor, 16% don't know)

Men are also slightly more likely than women to rate the **climate for women** positively:

- Men (69% total good, 3% total poor, 14% don't know)
- Women (67% total good, 8% total poor, 4% don't know)

Regarding the **climate for transgender individuals**, however, those who are trans/non-binary themselves are similarly likely to rate the climate negatively as positively:

- Cisgender: 45% total good, 4% total poor, 35% don't know
- Trans/non-binary: 28% total good, 31% total poor, 15% don't know

On the **climate for LGBTQ+ individuals**, those who identify as LGBTQ+ themselves rate the climate positively, as do those who identify as straight/heterosexual:

- Heterosexual: 62% total good, 1% total poor, 23% don't know
- LGBTQ+: 69% total good, 6% total poor, 7% don't know

People with a disability are much more likely than those without to rate the **climate for people with disabilities** poorly.

- Any disability: 32% total good, 17% total poor, 27% don't know
 - Physical disability: 36% total good, 20% total poor, 20% don't know
 - Emotional/psychological disability: 28% total good, 19% total poor, 31% don't know
 - Learning disability: 30% total good, 22% total poor, 24% don't know
- No disability: 47% total good, 4% total poor, 32% don't know

Ratings are positive regarding the **climate for international scholars**. Although more U.S. citizens do not know than permanent residents and other international residents, all three groups' ratings are roughly in line with each other.

- U.S. Citizens (41% total good, 2% total poor, 41% don't know)
- Permanent Residents (53% total good, 6% total poor, 23% don't know)
- Visa and other legal residents (63% total good, 15% total poor, 5% don't know)

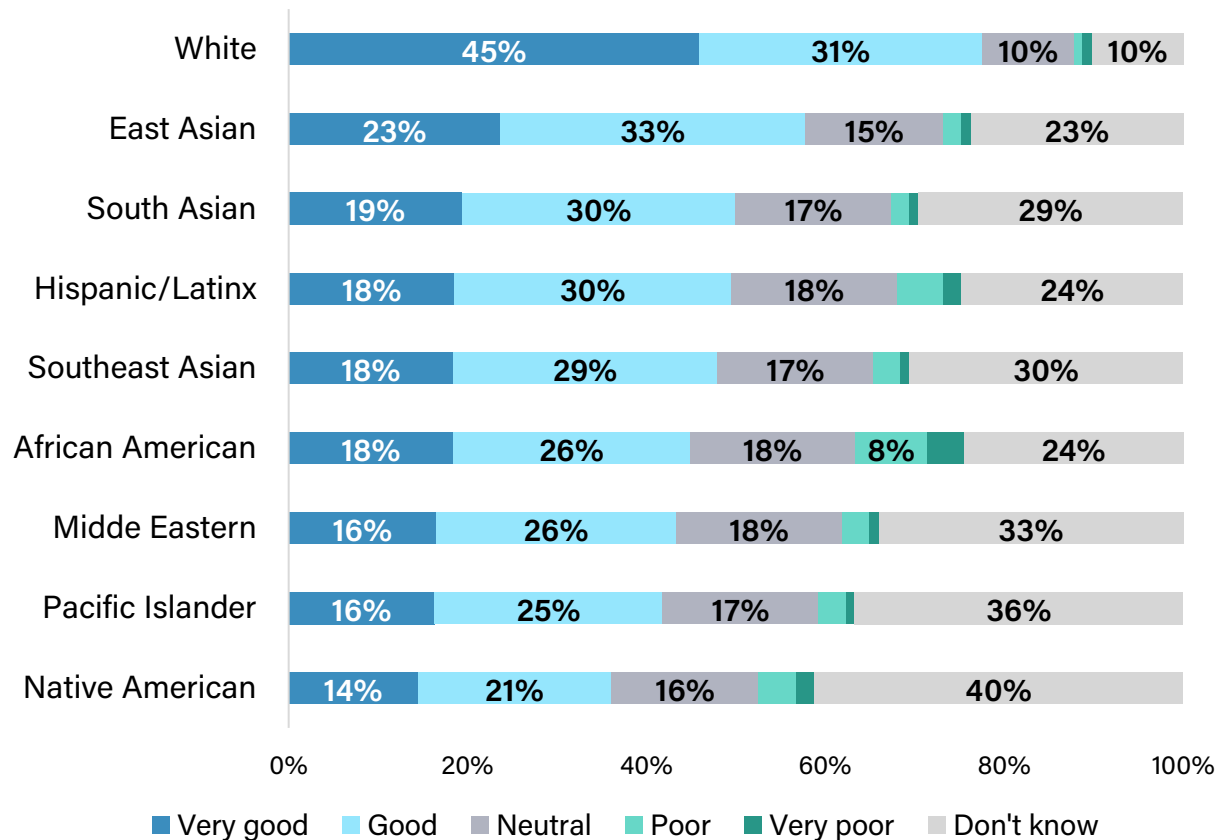
Our survey did not collect enough responses from undocumented students to look at perceptions among that group for their own climate. Nor do we have a measure for economic status that would let us measure how socio-economically disadvantaged individuals view the climate for those like them.

2. Climate for racial and ethnic groups at UCSF

The UCSF community overwhelmingly rates the university's climate for white people positively. The climate for other racial groups also generally gets positive ratings as well, with the proportion rating the climate good or very good outnumbering those who rate the climate poor or very poor, though a larger portion of the community does not offer an opinion. Among the whole community, ratings are as follows of the climate for:

- White: 76% total good, 2% total poor, 10% don't know
- East Asian (for example of Chinese, Japanese, or Korean heritage): 56% total good, 3% total poor, 23% don't know
- South Asian (for example of Indian, Pakistani, Bangladeshi, or Sri Lankan heritage): 49% total good, 3% total poor, 29% don't know
- Hispanic/Latinx: 49% total good, 7% total poor, 24% don't know
- Southeast Asian (for example of Vietnamese, Cambodian, Laotian, Thai, or Burmese heritage): 47% total good, 4% total poor, 30% don't know
- African American/African/Black: 44% total good, 11% total poor, 24% don't know
- Middle Eastern/North African: 42% total good, 5% total poor, 33% don't know
- Native Hawaiian/Pacific Islander: 41% total good, 4% total poor, 36% don't know
- American Indian/Alaska Native: 35% total good, 6% total poor, 40% don't know

How would you describe the climate overall for each of the following groups at UCSF?



Q14a-i. Overall, how would you describe the climate overall for each of the following groups at UCSF in general... very good, good, neutral, poor, very poor, or don't know? a. African American/African/Black, b. Hispanic/Latinx, c. white, d. Middle Eastern/North African, e. East Asian (for example of Chinese, Japanese, or Korean heritage), f. South Asian (for example of Indian, Pakistani, Bangladeshi, or Sri Lankan heritage), g. Southeast Asian (for example of Vietnamese, Cambodian, Laotian, Thai, or Burmese heritage), h. American Indian/Alaskan Native, i. Native Hawaiian/Pacific Islander.

Most members of the UCSF community rate the climate for their own racial group positively. However, for Black/African American and Native American members of the UCSF community, the percent rating the climate negatively is roughly the same or higher than the proportion rating the climate positively:

- Whites on the climate for white individuals: 80% total good, 3% total poor
- Asians on the climate for East Asian individuals: 64% total good, 5% total poor
- South Asians on the climate for South Asian individuals: 63% total good, 7% total poor

- Southeast Asians on the climate for Southeast Asian individuals: 59% total good, 8% total poor
- Pacific Islanders on the climate for Native Hawaiian/Pacific Islanders: 59% total good, 7% total poor
- Hispanics on the climate for Hispanic/Latinx individuals: 50% total good, 16% total poor
- Middle Eastern/North Africans on the climate for their ethnic group: 43% total good, 15% total poor
- Native Americans on the climate for American Indian/Alaska Natives: 35% total good, 19% total poor, with 20% neutral and 22% don't know
- Black/African Americans on the climate for African American/African/Black individuals: 32% total good, 37% total poor, 25% neutral and 4% don't know

B. Perceptions of Unequal and Preferential Treatment

1. Perceptions of unequal treatment of social groups at UCSF

A quarter of the UCSF community agrees that there is at least some unequal treatment against women while few say there is unequal treatment against men.

- Against women: 24% either a great deal (7%) or somewhat (17%), 28% none
- Against men: 10% either a great deal (5%) or somewhat (6%), 49% none

Large portions of the community do not know whether there is unequal treatment against other social groups at UCSF. Members of the UCSF community are most likely to perceive unequal treatment against the socio-economically disadvantaged.

- Against socioeconomically disadvantaged individuals: 22% either a great deal (8%) or somewhat (14%), 20% none, 46% don't know
- Against people with disabilities: 15% either a great deal (5%) or somewhat (9%), 22% none, 52% don't know
- Against transgender individuals: 13% either a great deal (5%) or somewhat (8%), 22% none, 56% don't know
- Against LGBTQ (Lesbian, gay, bisexual, queer) individuals: 11% either a great deal (4%) or somewhat (7%), 30% none, 47% don't know
- Against international scholars: 10% either a great deal (4%) or somewhat (6%), 20% none, 61% don't know
- Against undocumented students: 9% either great deal (4%) or somewhat (5%), 16% none, 68% don't know

Is there unequal treatment against each of the following groups at UCSF in general?

	A great deal	Somewhat	Just a little	None	Don't know	Net great deal/somewhat
Q15a. Women	7%	17	16	28	29	24%
Q15h. Socio-economically disadvantaged individuals	8%	14	10	20	46	22%
Q15e. People with disabilities	5%	9	8	22	52	15%
Q15d. Transgender individuals	5%	8	6	22	56	13%
Q15c. LGBTQ (Lesbian, gay, bisexual, queer) individuals	4%	7	9	30	47	11%
Q15b. Men	5%	6	5	49	32	10%
Q16g. International scholars	4%	6	6	20	62	10%
Q15f. Undocumented students	4%	5	4	16	68	9%

Men are less likely than women to say that there is unequal treatment of women at UCSF and more likely to say that there is unequal treatment of men, though both men and women are more likely to believe women face unequal treatment than men do.

Say there is **unequal treatment against women**:

- Among men: 19% either a great deal (5%) or somewhat (14%), 33% none
- Among women: 27% either a great deal (8%) or somewhat (19%), 28% none

Say there is **unequal treatment against men**:

- Men: 13% either a great deal (5%) or somewhat (8%), 53% none
- Women: 8% either a great deal (4%) or somewhat (4%), 50% none

Trans/non-binary individuals are highly likely to perceive **unequal treatment against transgender people** at UCSF:

- Cisgender: 12% either a great deal (4%) or somewhat (8%), 22% none
- Trans/non-binary: 41% either a great deal (18%) or somewhat (23%), 11% none

LGBTQ+ individuals are more likely than heterosexuals to say they somewhat agree that there is **unequal treatment against LGBTQ+ people** at UCSF, though more report there is no mistreatment than some or a great deal:

- Heterosexual: 10% either a great deal (4%) or somewhat (6%), 31% none
- LGBTQ+: 18% either a great deal (5%) or somewhat (14%), 32% none

Those who have a disability are more likely to agree that there is **unequal treatment towards people with disabilities** at UCSF than those without a disability:

- Any disability: 26% either a great deal (9%) or somewhat (17%), 16% none
 - Physical disability: 28% either a great deal (11%) or somewhat (17%), 18% none
 - Emotional/psychological disability: 29% either a great deal (10%) or somewhat (19%), 12% none
 - Learning disability: 31% either a great deal (12%) or somewhat (20%), 16% none
- No disability: 12% either a great deal (4%) or somewhat (8%), 24% none

Permanent residents and those with a visa/other legal status are more likely to perceive **unequal treatment against international scholars** than U.S. citizens are:

- U.S. citizens: 8% either a great deal (3%) or somewhat (5%), 20% none
- Permanent residents: 20% either great deal (8%) or somewhat (12%), 27% none
- Visa/other legal status: 29% either a great deal (11%) or somewhat (17%), 35% none

2. Perceptions of unequal treatment against racial and ethnic groups at UCSF

Many do not know if there is unequal treatment against racial groups at UCSF, although a majority agrees that there is no unequal treatment against white people at UCSF, and a sizable portion say that there is unequal treatment against African Americans.

Is there unequal treatment against each of the following groups at UCSF in general?

	A great deal	Somewhat	Just a little	None	Don't know	Net great deal/some what
Q16a. African American/African/ Black	8%	13	8	24	44	21%
Q16b. Hispanic/Latinx	5%	11	9	26	46	16%
Q16d. Middle Eastern/North African	4%	8	7	24	54	11%
Q16e. East Asian (for example of Chinese, Japanese, or Korean heritage)	4%	7	10	30	46	11%
Q16g. Southeast Asian (for example of Vietnamese, Cambodian, Laotian, Thai, or Burmese heritage)	4%	7	8	26	52	11%
Q16h. American Indian/Alaska Native	4%	7	5	22	58	11%
Q16i. Native Hawaiian/ Pacific Islander	4%	6	6	24	56	10%
Q16f. South Asian (for example of Indian, Pakistani, Bangladeshi, or Sri Lankan heritage)	3%	7	8	27	51	10%
Q16. White	4%	4	4	53	31	9%

For non-white racial groups, individuals are generally more likely than the general population to perceive at least a little unequal treatment against their own racial group, and about as likely or less likely to say there is none. Black/African American members of the UCSF community are particularly likely to perceive unequal treatment against people like themselves. Asian individuals are a little more likely than the population overall to say there is unequal treatment against Asian subgroups but also more likely to say there is none. White members of the UCSF community are less likely than others to perceive unequal treatment against whites.

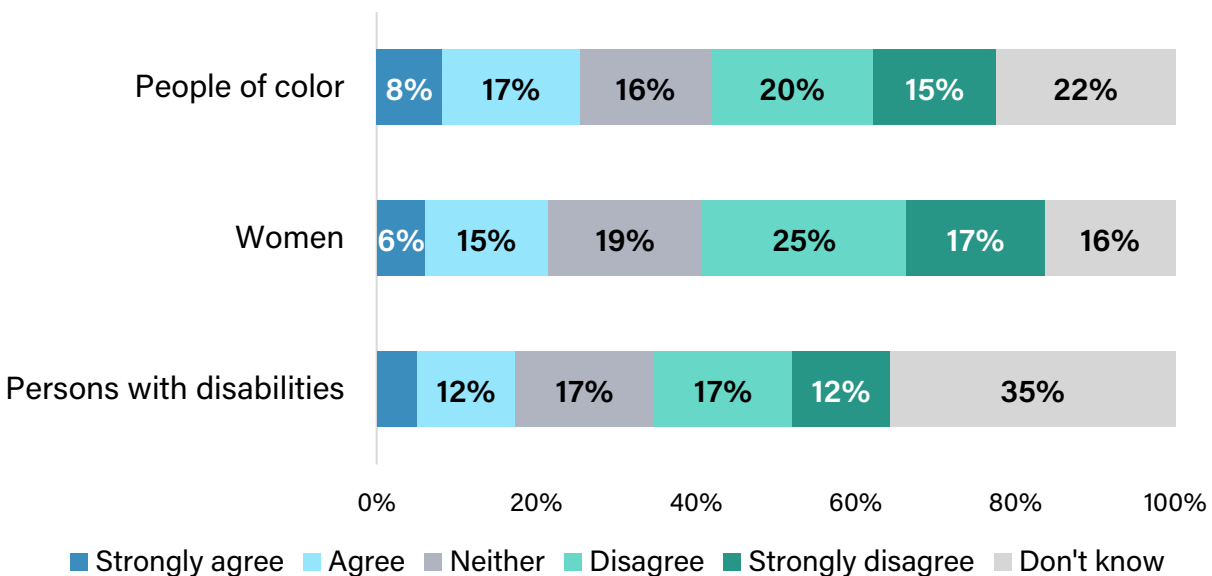
- Among Black/African Americans, 50% say there is a great deal (27%) or somewhat (23%) unequal treatment against African American/African/Black people at UCSF, while 16% say there is none.
- Among Hispanics, 28% say there is a great deal (10%) or somewhat (18%) unequal treatment against Hispanic/Latinx people, 27% none.
- Among Native Americans, 30% say there is a great deal (18%) or somewhat (13%) unequal treatment against American Indian/Alaska Natives, 19% none.
- Among Middle Eastern/North African individuals, 20% say there is a great deal (7%) or somewhat (14%) unequal treatment against people with their heritage, 26% none.
- Among Asians, 16% say there is a great deal (6%) or somewhat (10%) unequal treatment against East Asians, 34% none.

- Among Southeast Asians, 18% say there is a great deal (7%) or somewhat (11%) unequal treatment against Southeast Asians, 34% none.
- Among South Asians, 14% say there is a great deal (5%) or somewhat (9%) unequal treatment against South Asians, 35% none.
- Among Pacific Islanders, 18% say there is a great deal (9%) or somewhat (9%) unequal treatment against Native Hawaiian/Pacific Islanders, 37% none.
- Among whites, 6% say there is either a great deal (3%) or somewhat (4%) unequal treatment against white people, 59% none.

3. Perceptions of professional opportunities for underrepresented groups

Overall, UCSF faculty and staff are more likely to disagree or strongly disagree than agree or strongly agree that women, people of color, and those with disabilities are excluded from participation in meetings where important business happens. A plurality does not know whether people with disabilities are well-represented in formal meetings. However, Black/African American, Native American, and Hispanic individuals are more likely to agree than disagree that people of color are excluded from participation.

Perception of lack of opportunities to participate in formal meetings where important business is transacted



Q17a-c: [FACULTY AND STAFF] To what extent do you agree with each of the following: "[group] do not have the same opportunities to participate in formal meetings where important business is transacted as other do"... strongly agree, agree, neither agree nor disagree, disagree, strongly disagree, or don't know?

Faculty are more likely than staff to agree that each of these groups is excluded:

- People of color (34% of faculty and 24% of staff total agree they do not have the same opportunities)
- Women (33% of faculty and 19% of staff total agree they do not have the same opportunities)
- People with disabilities (20% of faculty and 16% of staff total agree they do not have the same opportunities)

Pluralities of Hispanic, Black/African American, and Native Americans agree people of color do not have the same opportunities to participate that others do though white, Asian, and Pacific Islanders are more likely to disagree.

- Black/African Americans: 45% total agree, 24% total disagree, 14% don't know
- Native Americans: 42% total agree, 34% total disagree, 12% don't know
- Hispanics: 34% total agree, 31% total disagree, 17% don't know
- Pacific Islanders: 23% total agree, 35% total disagree, 17% don't know
- Asians: 23% total agree, 38% total disagree, 20% don't know
- Whites: 19% total agree, 38% total disagree, 27% don't know

Women are somewhat more likely than men to agree that women do not have the same opportunities to participate in formal meetings where important business is transacted as others do, although both groups are more likely to disagree than agree with the statement.

- Women: 23% total agree, 39% total disagree
- Men: 15% total agree, 52% total disagree

Those who have a disability lean toward believing people with disabilities do not have the same opportunities to participate in important business as others do, though a relatively high proportion don't know:

- Any disability: 26% total agree, 22% total disagree, 31% don't know
 - Physical disability: 27% total agree, 23% total disagree, 28% don't know
 - Emotional/psychological disability: 29% total agree, 20% total disagree, 32% don't know
 - Learning disability: 29% total agree, 20% total disagree, 34% don't know
- No disability: 14% total agree, 31% total disagree, 36% don't know

4. Perceptions of preferential treatment based on gender

Faculty and staff believe that men are more likely than women to receive preferential treatment at UCSF in several categories, including salary, leadership opportunities, promotion, awards, and hiring, although, in each category, a large number think there is little preferential treatment either way or don't know. Faculty and staff are more likely to perceive women than men as having an advantage in flexibility to meet personal and family needs.

Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories?

	Women most of the time	Women some of the time	Neither	Men some of the time	Men most of the time	Don't know	Total women	Total men
Q118b. Opportunities to assume leadership positions	3%	5	28	13	16	31	8%	30
Q18a. Salary/ compensation	2%	3	25	12	17	39	5%	29
Q18c. Promotion	3%	4	29	13	13	35	7%	26
Q18e. Conferring of Awards	2%	4	32	8	9	42	6%	17
Q18d. Hiring	3%	6	35	9	8	37	9%	16
Q18f. Flexibility to meet personal or family needs	6%	11	36	4	5	36	17%	9

Women overall are more likely to perceive preferential treatment for men in every category except for flexibility:

- 35% say men receive preferential treatment for salary (4% say women do)
- 36% say men receive preferential treatment in leadership opportunities (6% say women do)
- 32% say men receive preferential treatment in promotions (5% say women do)
- 20% say men receive preferential treatment in hiring decisions (7% say women do)
- 21% say men receive preferential treatment for awards (4% say women do)
- 10% say men receive preferential treatment in flexibility to meet personal/family needs (14% say women do)

Men are less likely than women to believe men receive preferential treatment – but nonetheless they perceive more preferential treatment for men than women when it comes to salary and leadership opportunities. They are more likely to see women than men as being preferred for hiring and flexibility to meet family needs.

- Among men, 16% say men receive preferential treatment for salary (7% say women do)
- 18% say men receive preferential treatment to assume leadership positions (14% say women do)
- 13% say men receive preferential treatment for promotions (12% say women do)
- 9% say men receive preferential treatment in hiring decisions (15% say women do)
- 9% say men receive preferential treatment for conferring awards (10% say women do)
- 5% say men receive preferential treatment in flexibility to meet personal/family needs (23% say women do)

There are also clear differences between faculty and staff, with faculty much more likely than staff to perceive preferential treatment towards men.

- Faculty (51%) are twice as likely as staff (25%) to say men receive preferential treatment for salary.
- Faculty (54%) are twice as likely as staff (26%) to say men receive preferential treatment to assume leadership positions.
- Faculty (43%) are much more likely than staff (23%) to say men receive preferential treatment for promotions.
- Faculty (28%) are more likely than staff (15%) to say men receive preferential treatment in hiring decisions.
- Faculty (35%) are more likely than staff (14%) to say men receive preferential treatment for awards.
- On the other hand, both faculty (22%) and staff (16%) are more likely to say women receive preferential treatment regarding personal and family needs than to say men do.

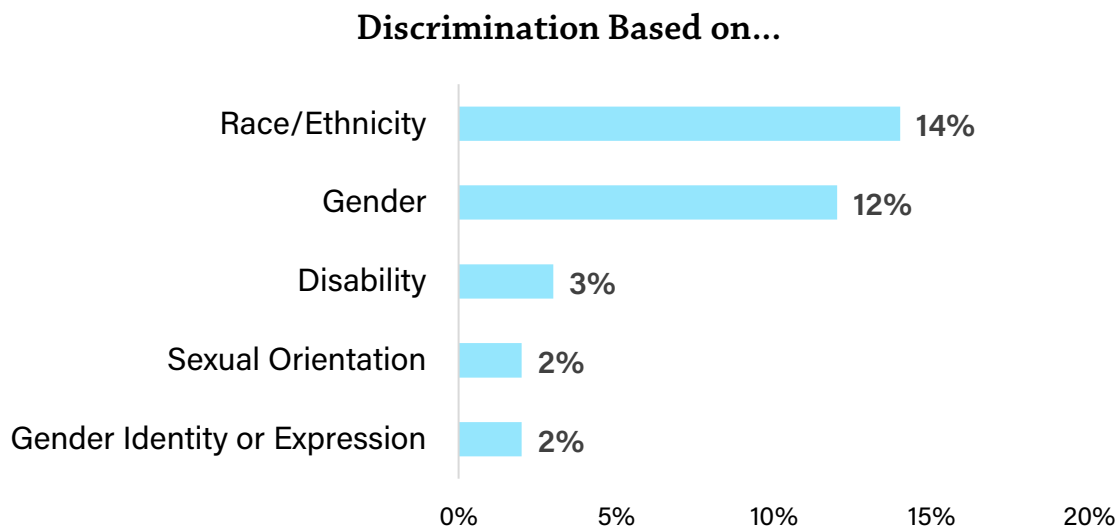
IV. Experiences of Discrimination, Harassment, and Hostility

A. Experience of Discrimination

One in five members of the UCSF community say they experienced some form of discrimination in the past three years. Discrimination by race/ethnicity is most-commonly experienced, followed by gender. Regardless of what the discrimination was predicated on, historically underrepresented groups experience higher rates.

1. Experiences of discrimination based on race, gender, disability, sexual orientation and gender identity

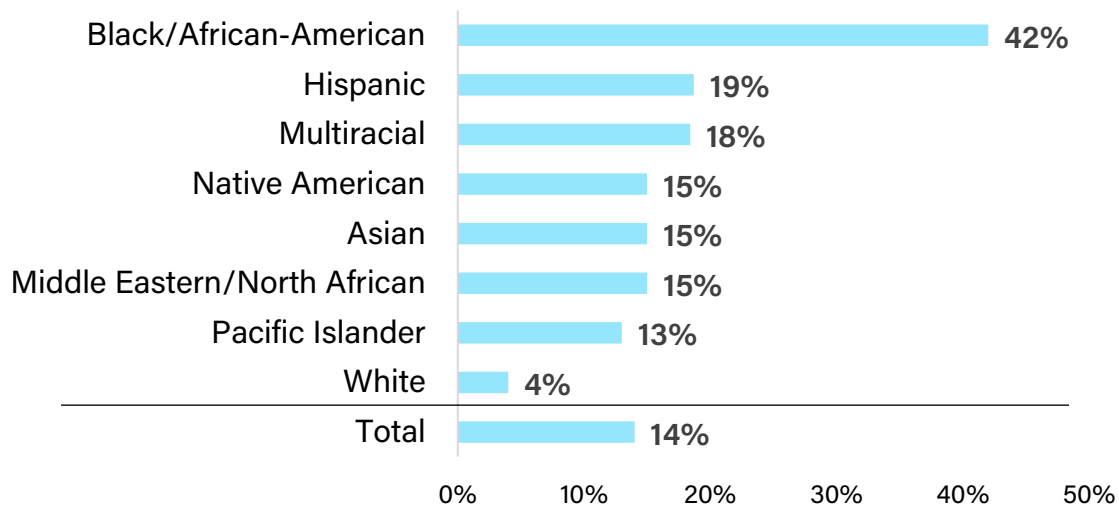
Fourteen percent of faculty, staff, and learners say they have experienced discrimination on the basis of their race or ethnicity in the past three years, while twelve percent have experienced gender discrimination. Fewer individuals say they have encountered discrimination related to their disability (3%), sexual orientation (2%), or gender identity or expression (2%).



Q31. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: a. Gender; b. Race/ethnicity; c. Sexual orientation; d. gender identity or expression; e. disability ...yes, no, don't know?

Black/African American faculty, staff, and learners are far more likely to experience discrimination based on race (42%) – nearly three times more often than the UCSF average and double the rate of next highest group (Hispanic, 19%). More broadly, *all* non-white racial and ethnic groups are more likely to experience race-based discrimination than their white peers. Only four percent of white individuals say they have experienced racial discrimination, the lowest rate among all racial and ethnic groups at UCSF.

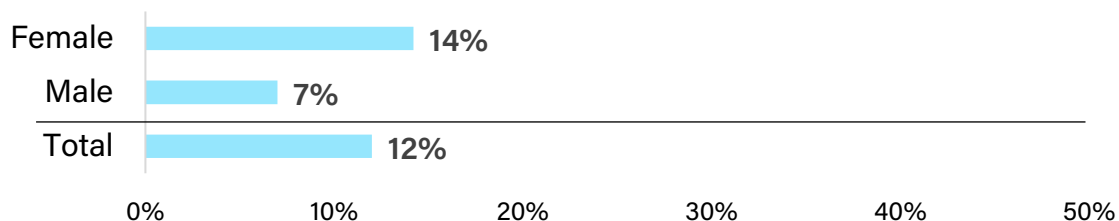
Discrimination Based on Race



Q31. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Race/ethnicity...yes, no, don't know?

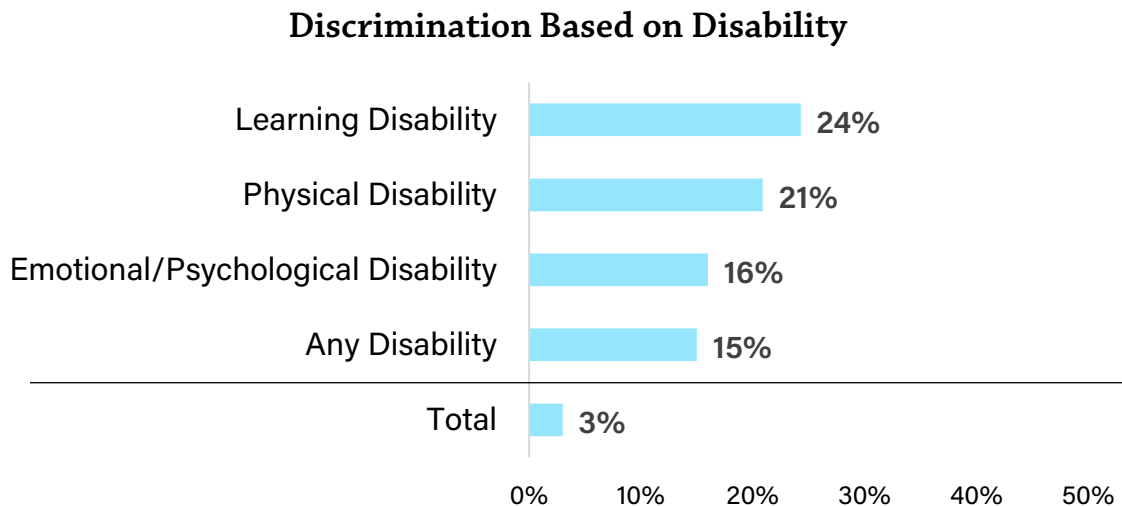
Among women, 14% say they experienced discrimination based on gender, compared to 7% of men.

Discrimination Based on Gender



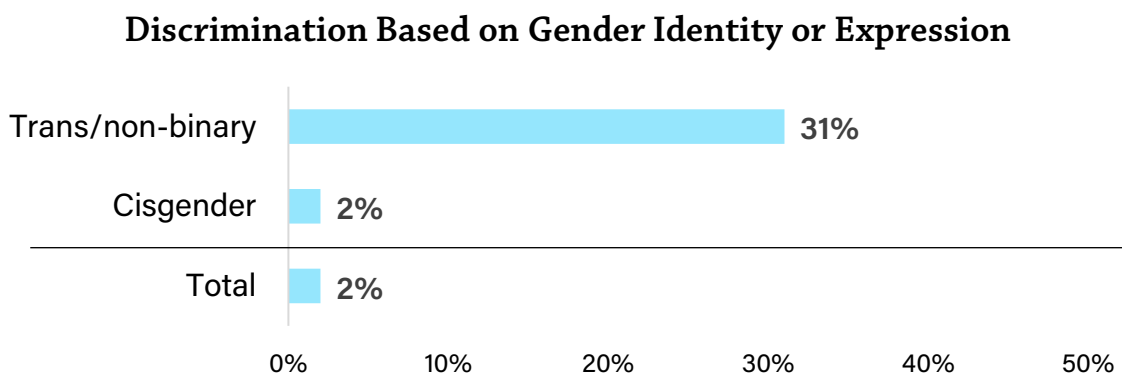
Q31. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your gender...yes, no, don't know?

Overall, 15% of individuals who are disabled say they experienced discrimination linked to their disability. Breaking this down by type of disability, nearly one in four with a learning disability (24%) and one in five with a physical disability (21%) say they been discriminated based on their disability. Those living with an emotional or psychological disability are somewhat less likely to experience disability-based discrimination (16%).



Q31. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Disability...yes, no, don't know?

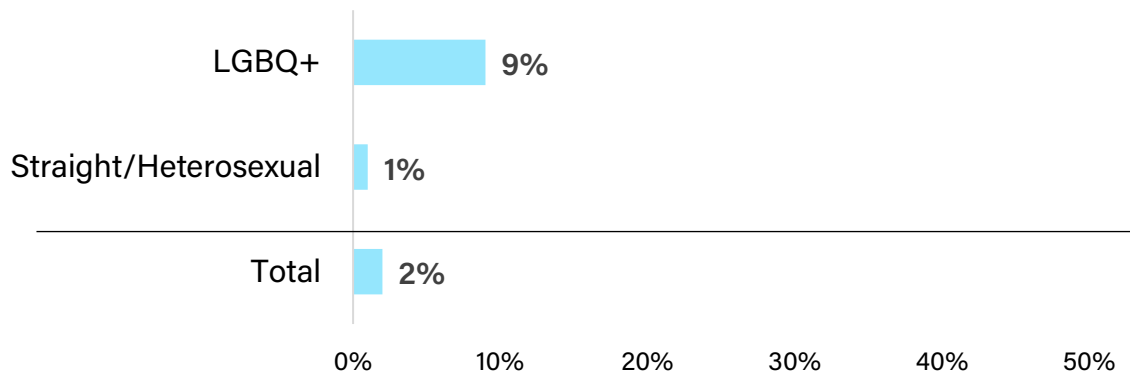
Trans/non-binary individuals (31%) experience gender identity discrimination at far higher rates than their cisgender peers (2%).



Q31. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Gender identity or expression...yes, no, don't know?

LGBQ+ individuals (9%) are more likely to experience discrimination related to their sexual orientation compared to heterosexual faculty, staff, and learners (1%).

Discrimination Based on Sexual Orientation

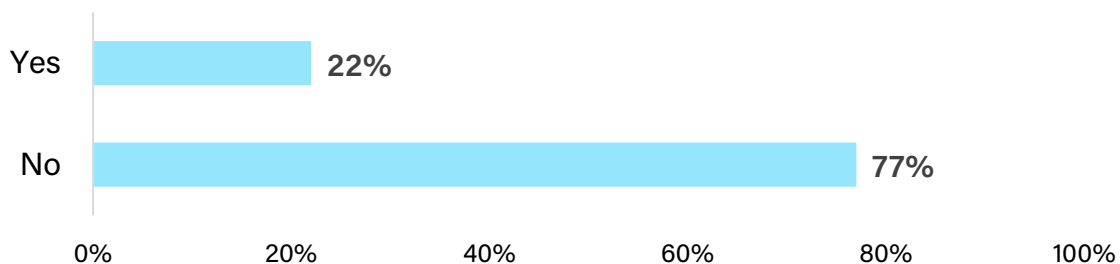


Q31. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Sexual orientation...yes, no, don't know?

2. Combined experience of discrimination

When we combine all forms of discrimination into a single measure, capturing those who say they experienced discrimination based on gender, race, sexual orientation, gender identity or disability, versus those who did not, just over one-fifth of UCSF faculty, staff, and learners (22%) have encountered discrimination within the past three years, including faculty (29%) at higher rates than staff (21%) or learners (23%).

Discrimination at UCSF



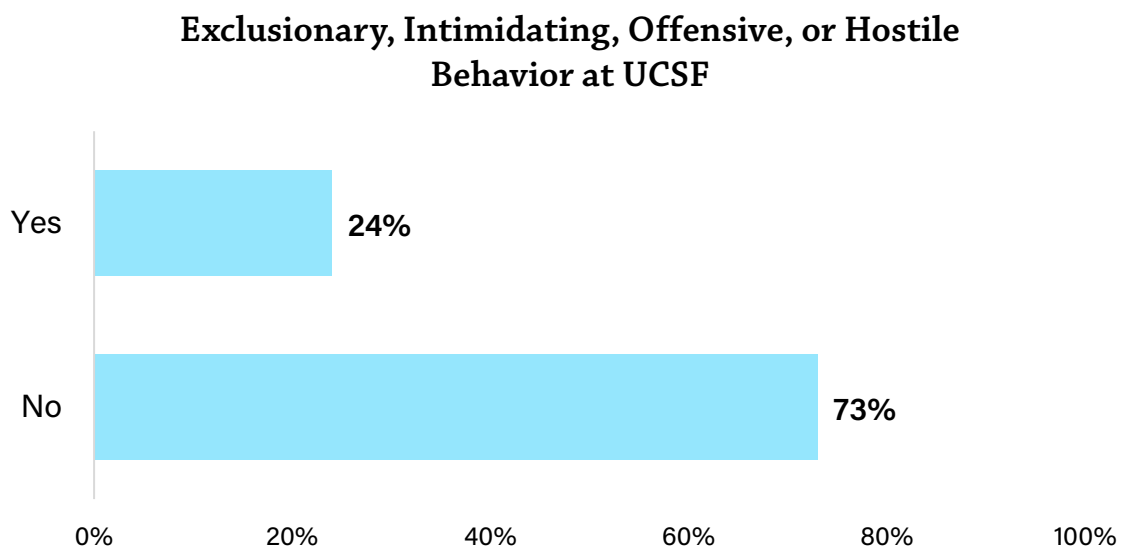
Q31. (COMBINED) Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: a. Gender; b. Race/ethnicity; c. Sexual orientation; d. gender identity or expression; e. disability...yes, no, don't know?

B. Exclusionary, Intimidating, Offensive, and Hostile Behavior

Twenty-four percent say they have experienced exclusionary, intimidating, offensive, or hostile behavior at UCSF. A majority documents these behaviors occurring more than once in the past year, with a plurality describing two to three occurrences. The most common perception of the reason for the behavior is position (most commonly staff), followed at a distance by race and ethnicity, gender, and age. Regardless of the reason, the most prevalent forms are intimidation or bullying, exclusion, and isolation.

1. Incidence of exclusionary, intimidating, offensive or hostile behavior

Twenty-four percent of UCSF staff, learners, and faculty experienced some form of exclusionary, intimidating, offense, or hostile behavior at UCSF within the past year.



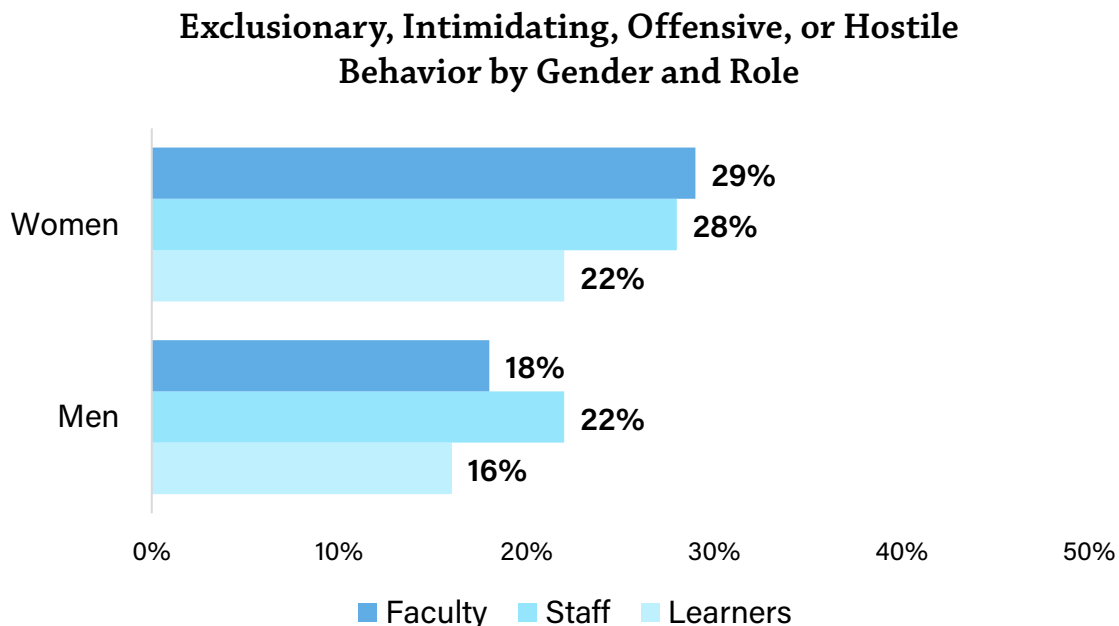
Q32. Within the past year, have you **personally experienced** any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF...yes, no?

Groups at UCSF that are more likely to experience these behaviors include:

- Native Americans (40%), Black/African Americans (34%), Hispanics (27%), and multiracial individuals (27%)
- Trans/non-binary individuals (38%)
- People with a disability (38%)
- LGBTQ+ individuals (29%)
- Individuals without a mentor (29%)

- Faculty and staff who have worked six to ten years (29%)
- Women (26%)

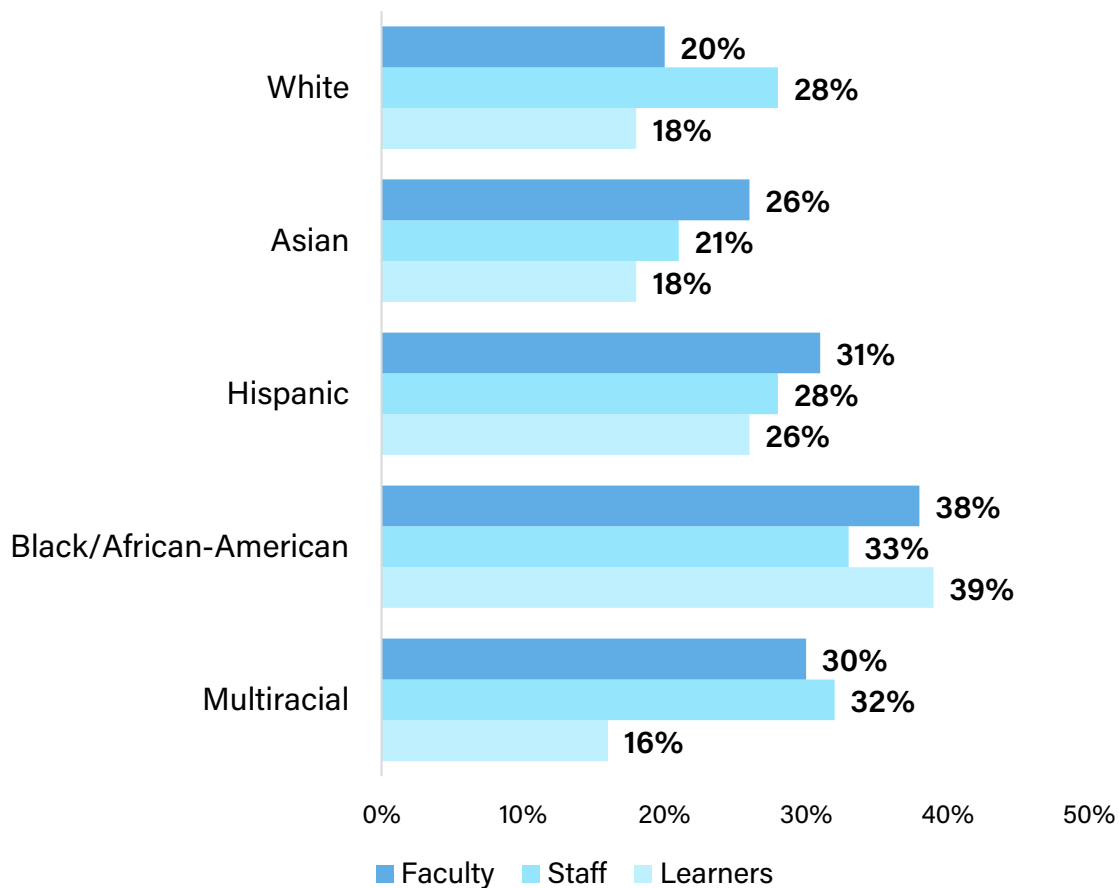
Women are more likely than men to experience exclusionary behavior regardless of role. Female faculty (29%) and staff (28%) are more likely to describe such experiences than female learners (22%). Male staff (22%) are more likely to experience these behaviors than are male faculty (18%) or learners (16%).



Q32. Within the past year, have you **personally experienced** any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF...yes, no?

Black/African Americans are more likely to experience exclusionary behavior than white, Asian, Hispanic or multi-racial individuals, regardless of their role at UCSF. Additionally, Black/African American learners (39%) and faculty (38%) experience exclusionary behavior at a higher rate than staff (33%). For whites, experience of exclusionary behavior is greatest among staff (28%), with faculty (20%) and learners (18%) less likely to experience such behavior. One in four Asian faculty say they have experienced exclusionary behavior (26%), versus 21% of staff and 18% of learners. Like their Asian peers, Hispanic faculty are more likely to experience this behavior (31%) compared to staff (28%) and learners (26%).

Exclusionary, Intimidating, Offensive, or Hostile Behavior by Race or Ethnicity and Role

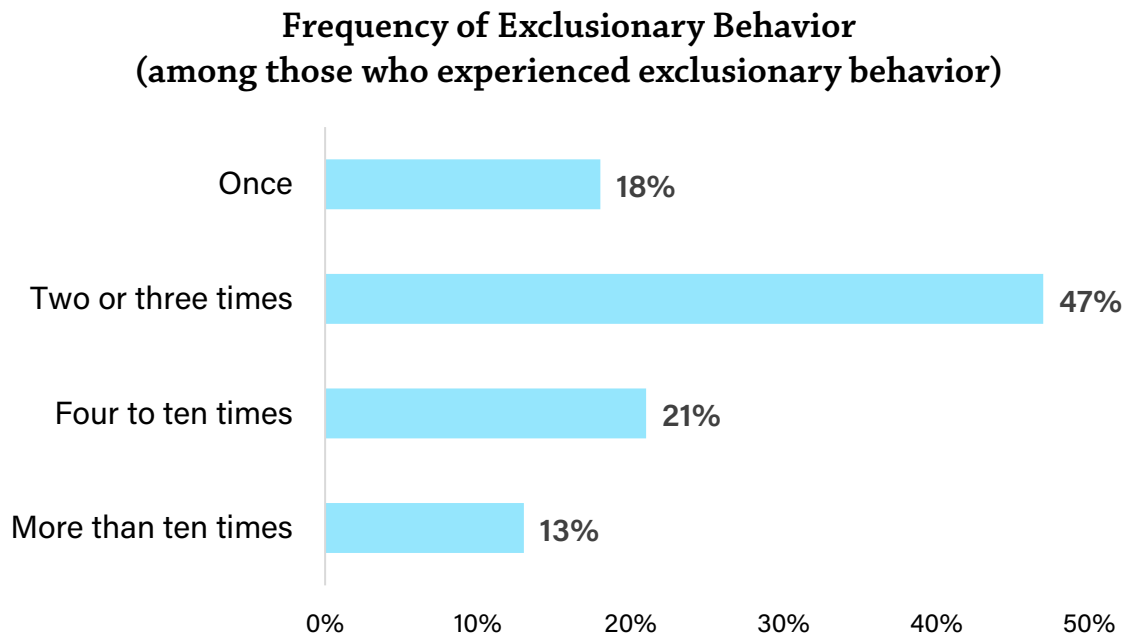


Q32. Within the past year, have you **personally experienced** any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF...yes, no?¹

2. Frequency of exclusionary behavior

The majority of those who experienced exclusionary, intimidating, offensive, or other hostile behavior say it happened more than once within the last year (81%). Forty-seven percent experienced these behaviors two to three times, 21% four to ten times, and 13% more than ten times. Eighteen percent say the behavior happened once.

¹ Select racial groups were withheld from this analysis due to small sample size.

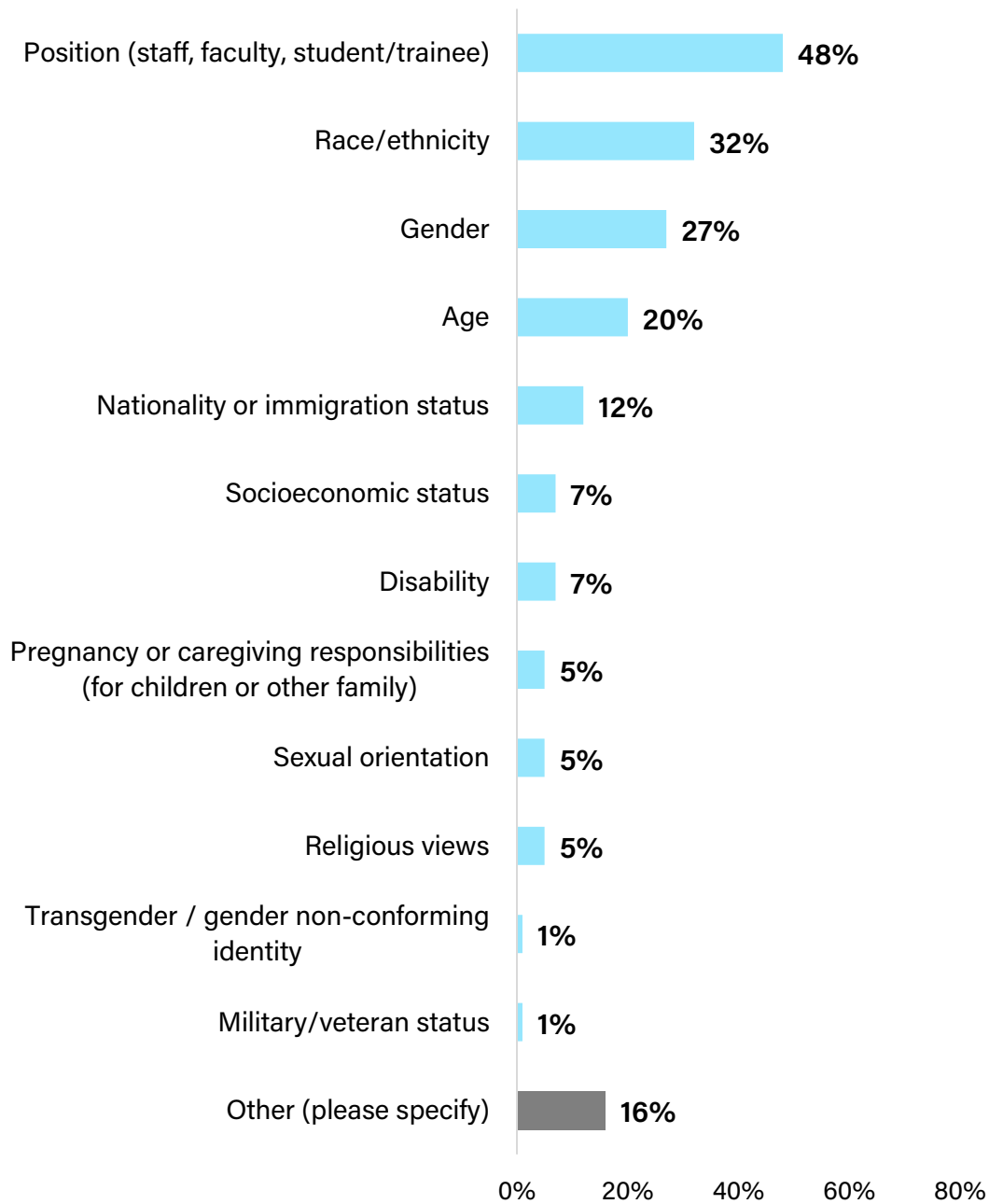


[IF YES IN Q32, N=3,451] Q33. How frequently did you experience exclusion or hostility within the past year at UCSF...once, two or three times, four to ten times, more than ten times?

3. Perceived causes of exclusionary behavior

Nearly half of those who have experienced exclusionary behavior (48%) link the misconduct to their position. The next most common reasons include individual characteristics traditionally associated with discrimination in the United States: race and ethnicity (32%), gender (27%), and age (20%). Twelve percent cite their nationality or immigration status (12%), whereas seven percent each point to socioeconomic status and disability as reasons for the negative behavior. Another 16% link the misconduct to factors not listed.

**Perceived Reasons for Exclusionary Behavior
(among those who experienced exclusionary behavior)**

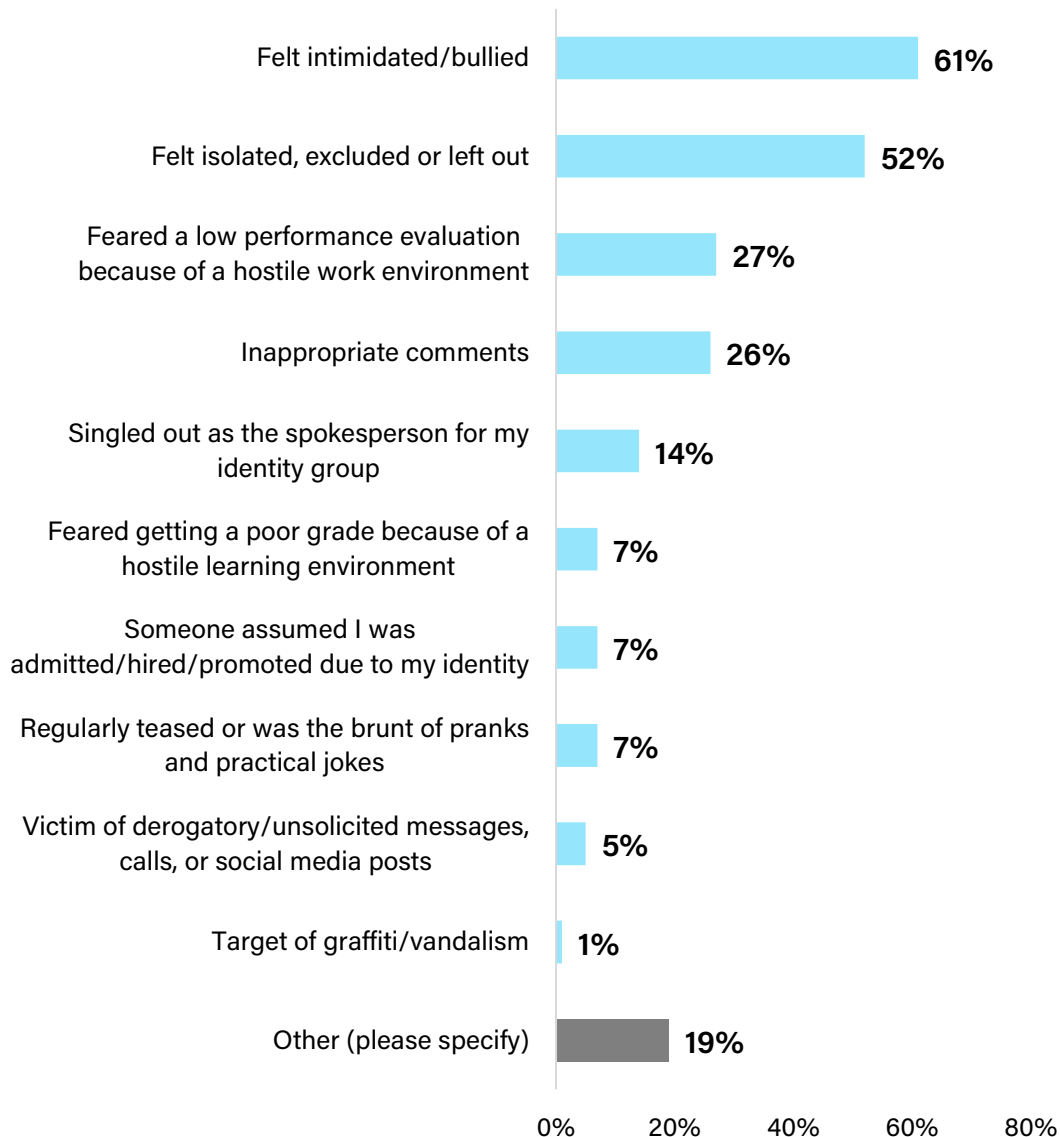


[IF YES IN Q32, N=3,451] Q35a-m. What do you believe the conduct was based upon? Select all that apply
a. Age; b. Gender; c. Nationality or immigration status; d. Disability; e. Military/veteran status; f. Position (staff, faculty, student/trainee); g. Pregnancy or caregiving responsibilities (for children or other family); h. Race/ethnicity; i. Religious views; j. Sexual orientation; k. Socioeconomic status; l. Transgender / gender non-conforming identity; m. other (please specify).

4. Form of exclusionary behavior

Most at UCSF who experienced exclusionary behavior say it was in the form of intimidation or bullying (61% of those who experienced), followed by isolation (52%). Next most common is fearing a low performance evaluation due to a hostile work environment (27%), or experiencing inappropriate comments about their appearance, speech, lifestyle, family, or culture (26%). Fourteen percent of those who experienced exclusionary behavior say they were singled out as a spokesperson for their identity group, with 19% indicating that a behavior not listed transpired.

Types of Exclusionary Behavior (among those who experienced exclusionary behavior)



[IF YES IN Q32, N=3,451] Q34a-k. How did you experience this conduct? (Mark all that apply) a. I felt isolated, excluded or left out (2013: I felt isolated or left out); b. I was singled out as the spokesperson for my identity group; c. I feared getting a poor grade because of a hostile learning environment (2013: I feared getting a poor grade because of a hostile classroom environment); d. I feared a low performance evaluation because of a hostile work environment (2013: I received a low performance evaluation); e. I felt intimidated/bullied; f. I have been regularly teased or was the brunt of pranks and practical jokes; g. Someone assumed I was admitted/hired/promoted due to my identity; h. I experienced inappropriate comments about my appearance, way of speaking, lifestyle, family, or culture; i. I was the victim of derogatory/unsolicited e-mails, calls, text messages, Facebook posts, Twitter posts; j. I was the target of graffiti/vandalism; k. other (please specify).

C. Sexual harassment and misconduct

1. Incidence of misconduct

Overall, very few (3%) say they have experienced sexual misconduct while working or learning at UCSF. Ninety-six percent of faculty, 95% of staff and 97% of learners have experienced no sexual misconduct at UCSF. Two percent of the community says they have experienced unwanted sexual interaction (e.g. catcalling, repeated sexual advances, sexual harassment), while less than a percent have experienced each of: unwanted sexual contact (e.g. fondling, rape, sexual assault, penetration without consent), stalking (e.g. following me, on social media, texting, phone calls), and relationship violence (e.g. ridiculed, controlling, hitting).

However, certain subgroups, particularly people with disabilities (6%), trans/non-binary individuals (6%) and Native Americans (7%), have experienced sexual misconduct at somewhat higher rates than other subgroups.

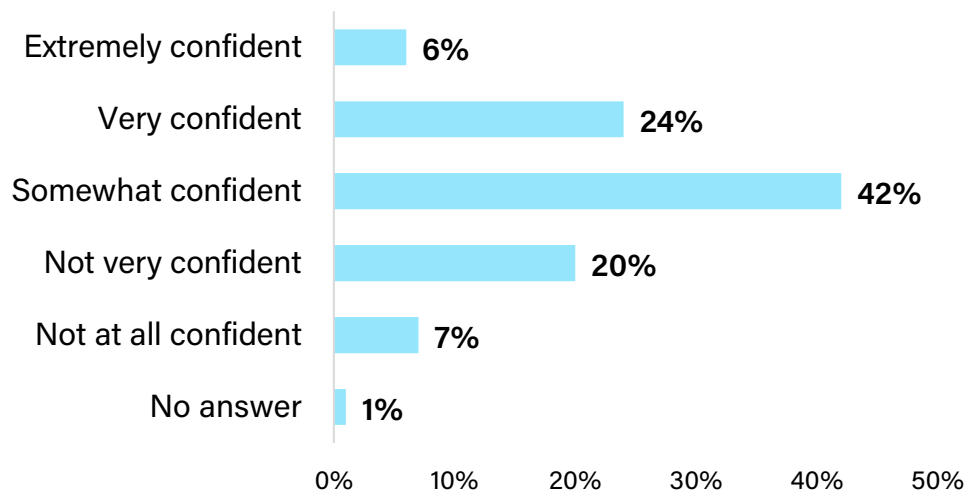
V. Efforts to Improve the Campus Climate

Most at UCSF believe they have at least some ability to affect the climate themselves and many say they have participated in UCSF's anti-racism efforts. The organization receives mostly positive marks for its effort to create a climate free of discrimination and many of the programs implemented to improve the climate are seen as highly valuable.

A. Confidence in Ability to Influence UCSF Climate

Overall, a majority of the UCSF community (73%) feels at least somewhat confident they can take actions that will positively affect the climate at UCSF. Few say they are not very (20%) or not at all confident (7%) in their ability to affect the climate.

How confident are you that you can take actions that will positively affect the climate at UCSF?



Q7. How confident are you that you can take actions that will positively affect the climate at UCSF... extremely confident, very confident, somewhat confident, not very confident, or not at all confident?

Faculty (28%), staff (31%), and learners (29%) are all about equally likely to say they are extremely or very confident in their ability to make a difference.

Groups with higher feelings of confidence they can influence the climate include:

- Men (35% extremely/very confident)

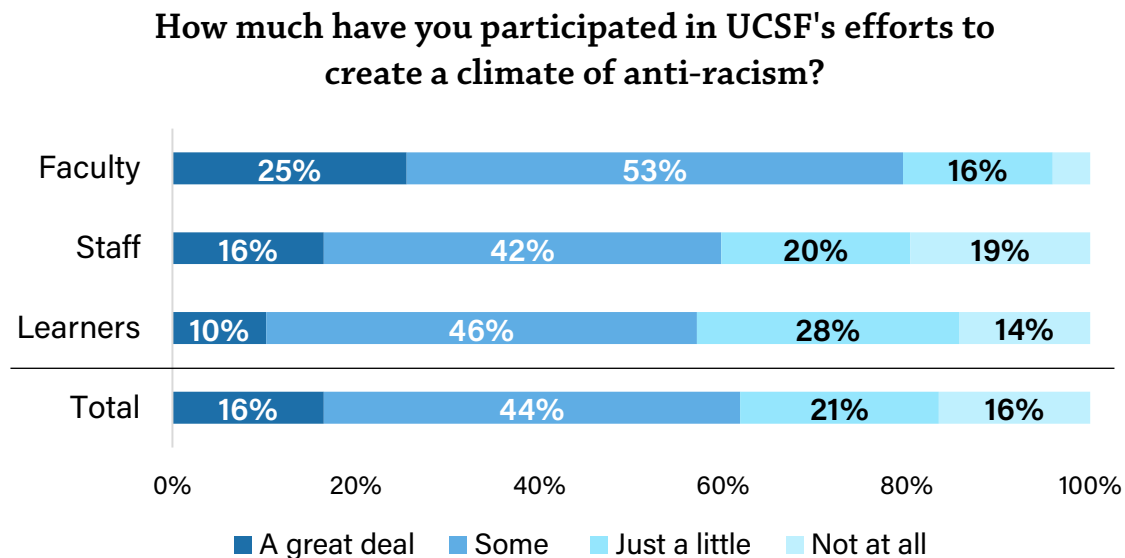
- Black/African Americans (34% extremely/very confident), Native Americans (40% extremely/very confident) and Pacific Islanders (39% extremely/very confident)

Groups with lower feelings of confidence they can influence the climate include:

- Trans/non-binary individuals (19% extremely/very confident)
- People with a disability (23% extremely/very confident)

B. Participation in Anti-Racism Efforts

Overall, eight in ten report taking part in UCSF's anti-racism efforts at least a little, with only 16% not participating at all. Faculty describe the highest levels of participation, with 25% saying they have participated a great deal and just 4% not at all.



Q39. How much have you participated in UCSF's efforts to create a climate of anti-racism... A great deal, Some, Just a little, Not at all?

Other groups most likely to report participating a great deal in anti-racism efforts include:

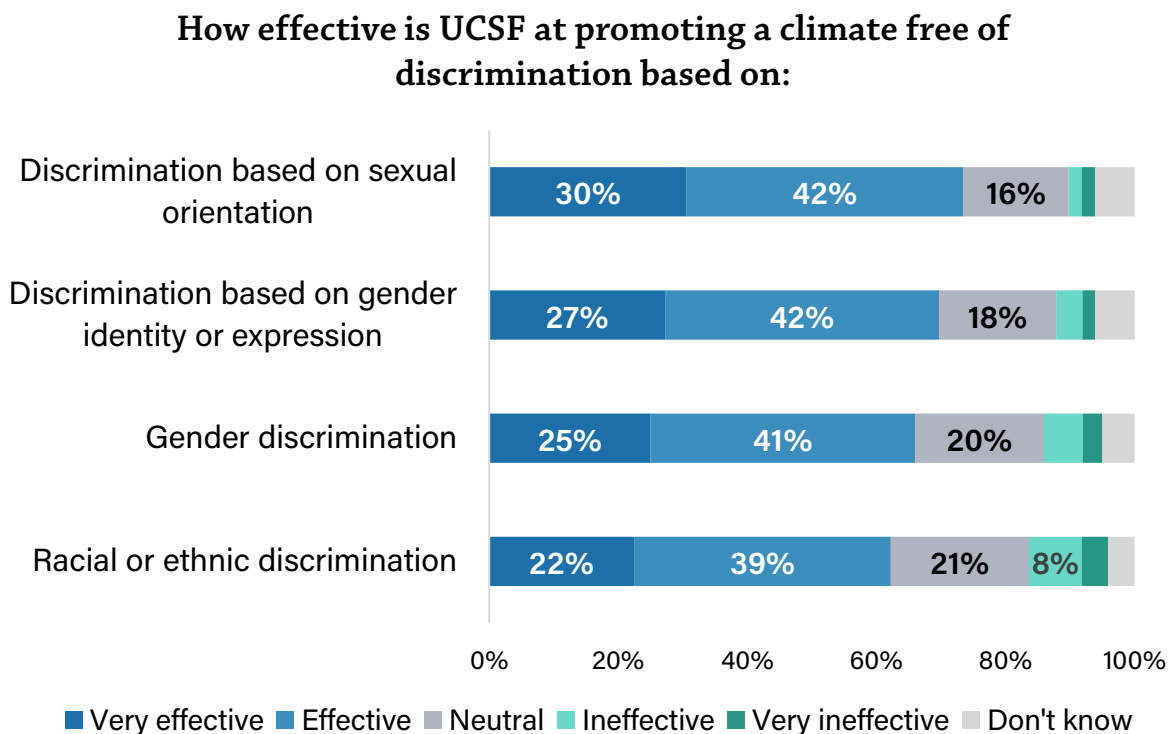
- Trans/non-binary individuals (25%)
- Hispanics (21%), Black/African Americans (25%) and Native Americans (34%)

C. UCSF efforts to create an equitable climate

This section reports the ratings of the campus community overall on UCSF's efforts to create a more equitable climate as well as examining the results for key subgroups affected by aspects of this work (such as the views of women and men on UCSF's efforts to create prevent gender discrimination. In general, we find that UCSF overall is rated more positively than negatively, including by key affected groups. At the same time, historically underrepresented groups are generally less positive about UCSF's efforts than are those in dominant/majority positions.

1. UCSF effectiveness at promoting a climate free of discrimination

The community largely believes UCSF is very effective or effective at promoting a climate free of discrimination based on gender, gender identity and expression, sexuality, and race.



Q12b-e. Overall, rate how effective you believe UCSF is in each of the following areas: Promoting a climate free of discrimination based on [trait]... very effective, effective, neutral, very ineffective, or don't know?

Regarding UCSF's efforts to prevent gender discrimination, women (65% total effective) are somewhat less likely than men (71%) to believe UCSF is effective, though both have positive views.

However, trans/non-binary individuals have much less positive views of UCSF's efforts to prevent discrimination based on gender identity and expression (41% total effective) compared to their cisgender peers (70%).

Asian and Pacific Islander individuals are most likely to say UCSF is effective or very effective at promoting a climate free of discrimination based on race or ethnicity, while fewer than half of Black/African Americans rate UCSF as effective in this regard.

- Pacific Islanders (70% total effective/very effective, compared to 62% overall)
- Asians (68% total effective)
- Whites (62% total effective)
- Hispanics (61% total effective)
- Native Americans (60% total effective)
- Multiracial individuals (57% total effective)
- Black/African Americans (45% total effective)

Both heterosexual (74%) and LGBTQ+ people (71%) have mainly positive views of UCSF's efforts to prevent discrimination based on sexual orientation.

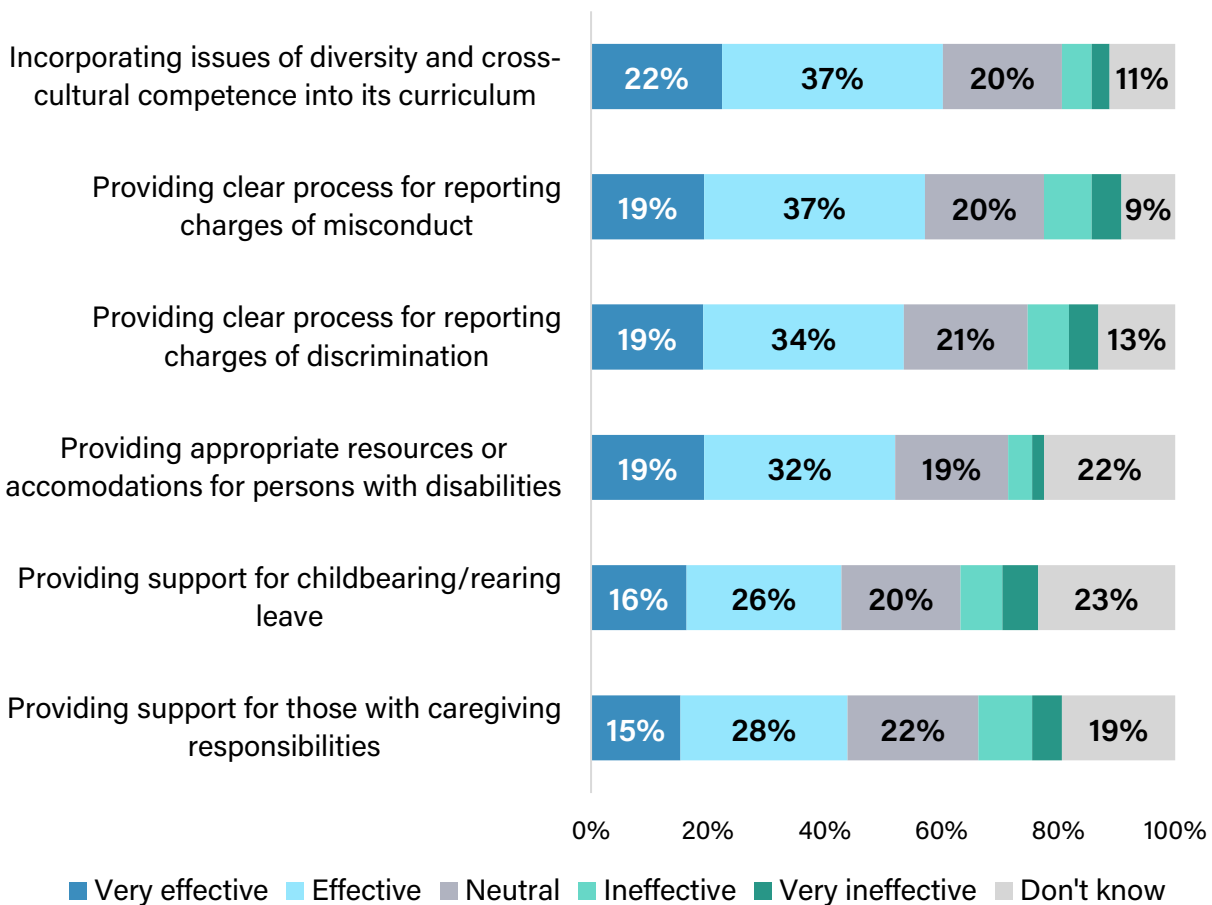
2. Institutional support for anti-discrimination/equity measures

Members of the UCSF community generally say university resources and efforts to combat discrimination and promote equity are effective or very effective. A fair number do not express an opinion of such resources, particularly those for people with disabilities or caregiving responsibilities:

- Incorporating issues of diversity and cross-cultural competence into its curriculum: 59% total effective/very effective, 8% total ineffective/very ineffective, 11% don't know
- Providing a clear process for reporting misconduct: 56% total effective, 14% total ineffective, 9% don't know
- Providing a clear process for reporting charges of discrimination: 53% total effective, 12% total ineffective, 13% don't know

- Providing appropriate resources or accommodations for persons with disabilities: 52% total effective, 7% total ineffective, 22% don't know
- Providing support for childbearing/rearing leave: 42% total effective, 13% total ineffective, 23% don't know
- Providing support for those with caregiving responsibilities: 44% total effective, 14% total ineffective, 19% don't know

Rate how effective you believe UCSF is in each of the following areas:



Q12b-e. Rate how effective you believe UCSF is in each of the following areas: Promoting a climate free of discrimination based on [trait]... very effective, effective, neutral, very ineffective, or don't know?

Across racial groups, ratings are more positive than negative for the incorporation of diversity and cross-cultural competence into the curriculum, with Asian and White individuals most positive. Fewer than half of Native Americans and Black/African Americans rate the university as effective in this regard.

- Asians (63% total effective, 6% total ineffective)
- Whites (62% total effective, 7% total ineffective)
- Pacific Islanders (60% total effective, 8% total ineffective)
- Hispanics (56% total effective, 12% total ineffective)
- Native Americans (56% total effective, 14% total ineffective)
- Multiracial individuals (54% total effective, 12% total ineffective)
- Black/African Americans (46% total effective, 19% total ineffective)

Those who say they experienced discrimination based on race, gender, disability, sexual orientation, or gender identity in the past three years are less satisfied than others with the university's processes for reporting both discrimination and misconduct.

- A third of those who experienced discrimination rate UCSF's process for reporting discrimination as effective or very effective (32%) and a third rate it as ineffective or very ineffective (33%).
- Those who experienced discrimination are similarly divided about whether UCSF is effective (36%) or ineffective (34%) at providing a clear process for reporting misconduct.

Those with disabilities rate UCSF less positively than the overall population does on efforts to provide resources and accommodations, though they are still more likely to say it is effective (39%) than ineffective (17%). This response varies somewhat by the type of disability:

- Those with a physical disability: 41% total effective, 20% total ineffective
- Those with an emotional/psychological disability: 34% total effective, 19% total ineffective
- Those with a learning disability: 38% total effective, 21% total ineffective

People with caregiving responsibilities for young children (under 5) rate UCSF more positively than negatively regarding support childbearing/rearing leave: 46% total effective, and 29% total ineffective. Although still positive, this is a higher "ineffective" rating than among the general population. Those with all types of caregiving responsibilities rate UCSF more positively than negatively on its support for those with caregiving responsibilities, though the group with the youngest children is a little less positive than others:

- Those with children under 5: 44% total effective, 26% total ineffective
- Those with children ages 6-18: 49% total effective, 18% total ineffective
- Those caring for adult children: 47% total effective, 14% total ineffective
- Those caring for seniors or other adults: 42% total effective, 22% total ineffective

D. Programmatic Efforts to Improve Campus Climate

All of the initiatives presented in this survey are seen as valuable. The two most popular climate initiatives we asked about are only asked to specific roles within UCSF:

- Providing mentorship for new faculty members (92% of faculty very/somewhat valuable)
- Providing career development opportunities for staff (88% of staff very/somewhat valuable)

Of those initiatives asked to the entire population, the most widely seen as very or somewhat valuable include:

- Providing access to counseling for people who have experienced sexual harassment (85% total valuable)
- Providing access to counseling for people who have experienced racial harassment (85% total valuable)
- Providing affordable childcare (82% total valuable)

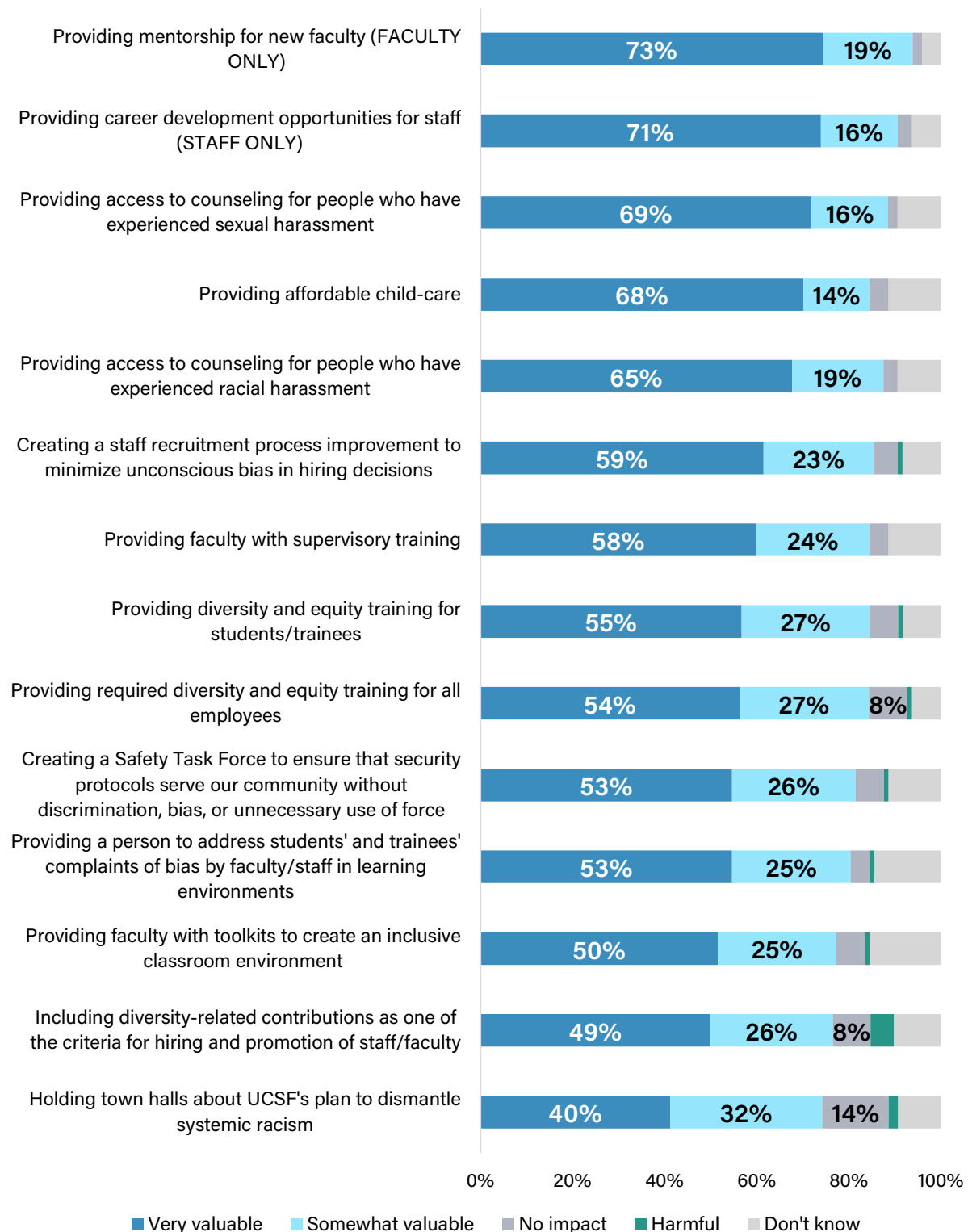
The community is also highly enthusiastic about creating a staff recruitment process to minimize bias in hiring decisions (82% total valuable), providing required diversity and equity training for all employees (81% total valuable), providing diversity and equity training for students/trainees (81% total valuable), and providing faculty with supervisory training (81% total valuable).

Even the somewhat lower-rated initiatives – holding town halls about UCSF's plan to dismantle racism and including diversity-related contributions as one of the criteria for hiring and promotion of staff/faculty – are rated as very or somewhat valuable by more than two-thirds of the community.

The groups most likely to find these initiatives *very* valuable include:

- Women
- Hispanics, Black/African Americans, and Native Americans

Rating of UCSF Climate Initiatives

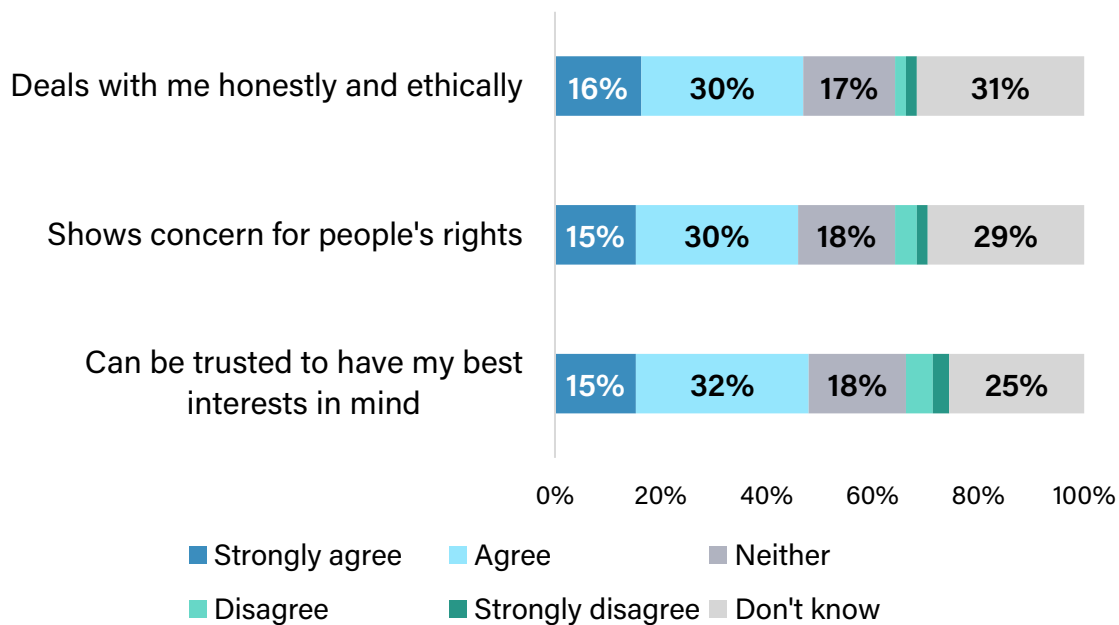


Q38. For each of the following initiatives, please mark whether you believe it is very valuable, somewhat valuable, has no impact or is harmful to the climate at UCSF.

E. Attitudes toward Campus Police

Pluralities believe that campus security deals with them honestly and ethically (46%), shows concern for people's rights (45%), and can be trusted to have their best interests in mind (47%). Few express directly negative views and around three in ten do not know how to answer those questions, perhaps reflecting a lack of interaction with campus security in their time at UCSF.

Overall, the campus police/security at UCSF...



Q37. Overall, the campus police/security at UCSF... Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree, Don't know? a. Deals with me honestly and ethically; b. Shows concern for people's rights; c. Can be trusted to have my best interests in mind.

Those 50 and over are most likely to have positive views of UCSF campus security.

Those least likely to have positive views of UCSF security include:

- Trans/non-binary individuals
- LGBQ+ individuals
- Those under age 30
- Black/African Americans
- People with a disability

VI. Climate by School

Throughout the items measured in the survey, we find more positive views among faculty, staff, and learners at the Schools of Medicine and Pharmacy, and less positive perceptions at the School of Dentistry, including the following:

- Comfort with the overall climate
- Career satisfaction
- Perception of how well UCSF achieves PRIDE values
- Experience of exclusionary behavior
- Whether individuals have a mentor

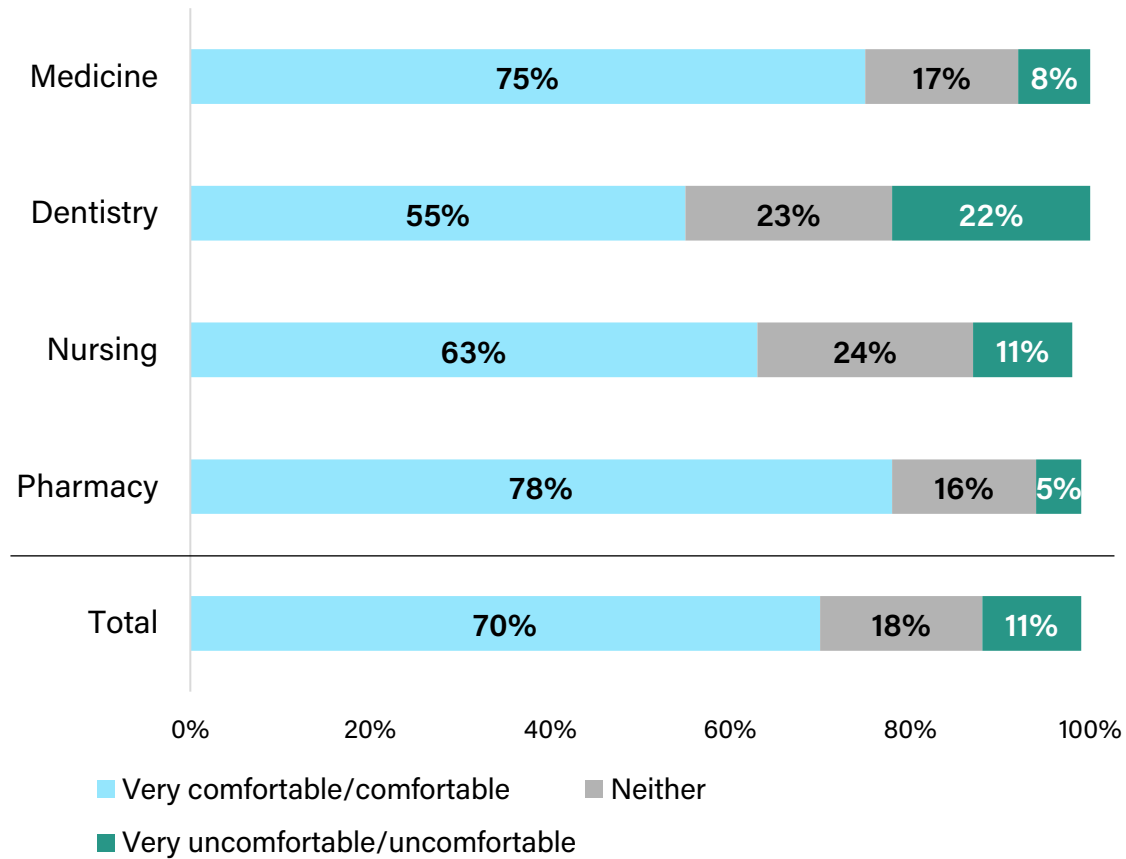
Those at the School of Pharmacy are also less likely to experience discrimination. However, the School of Medicine is closer on this aspect of the climate to the School of Dentistry and School of Nursing, and ranks highest among all four schools for gender-based discrimination.

A. Assessment of Overall Climate

1. Comfort with UCSF climate by school

Those at the School of Pharmacy and School of Medicine are more likely to report feeling very comfortable or comfortable with the climate at UCSF (78% and 75%, respectively), with lower rates of comfort at the School of Nursing (63%) and School of Dentistry (55%).

How comfortable are you with climate at UCSF?

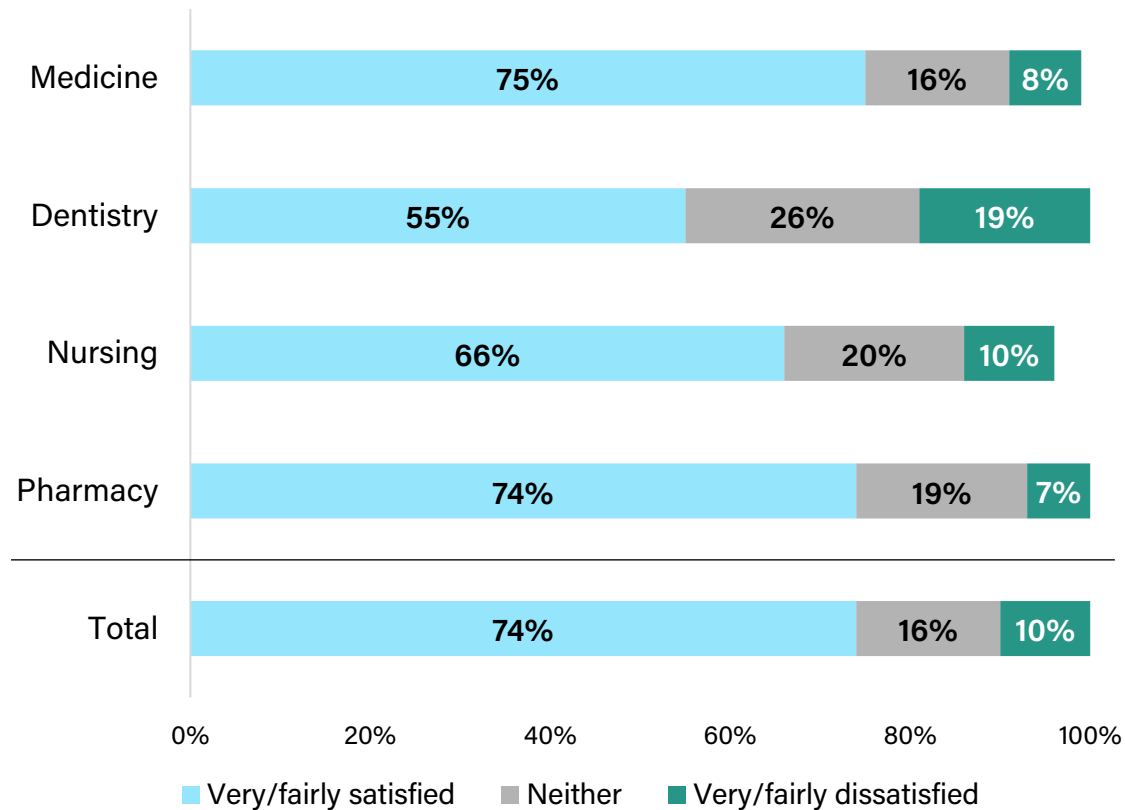


Q3. Overall, how comfortable are you with the climate at UCSF... very comfortable, comfortable, neither uncomfortable nor comfortable, uncomfortable, or very uncomfortable?

2. Career satisfaction by school

Faculty and staff at the School of Medicine (75%) and School of Pharmacy (74%) are more likely to report feeling very or fairly satisfied with their careers at UCSF. A smaller number are satisfied at the School of Nursing (66%), with satisfaction lowest at the School of Dentistry (55%).

Thinking overall, how satisfied are you with your career at UCSF?

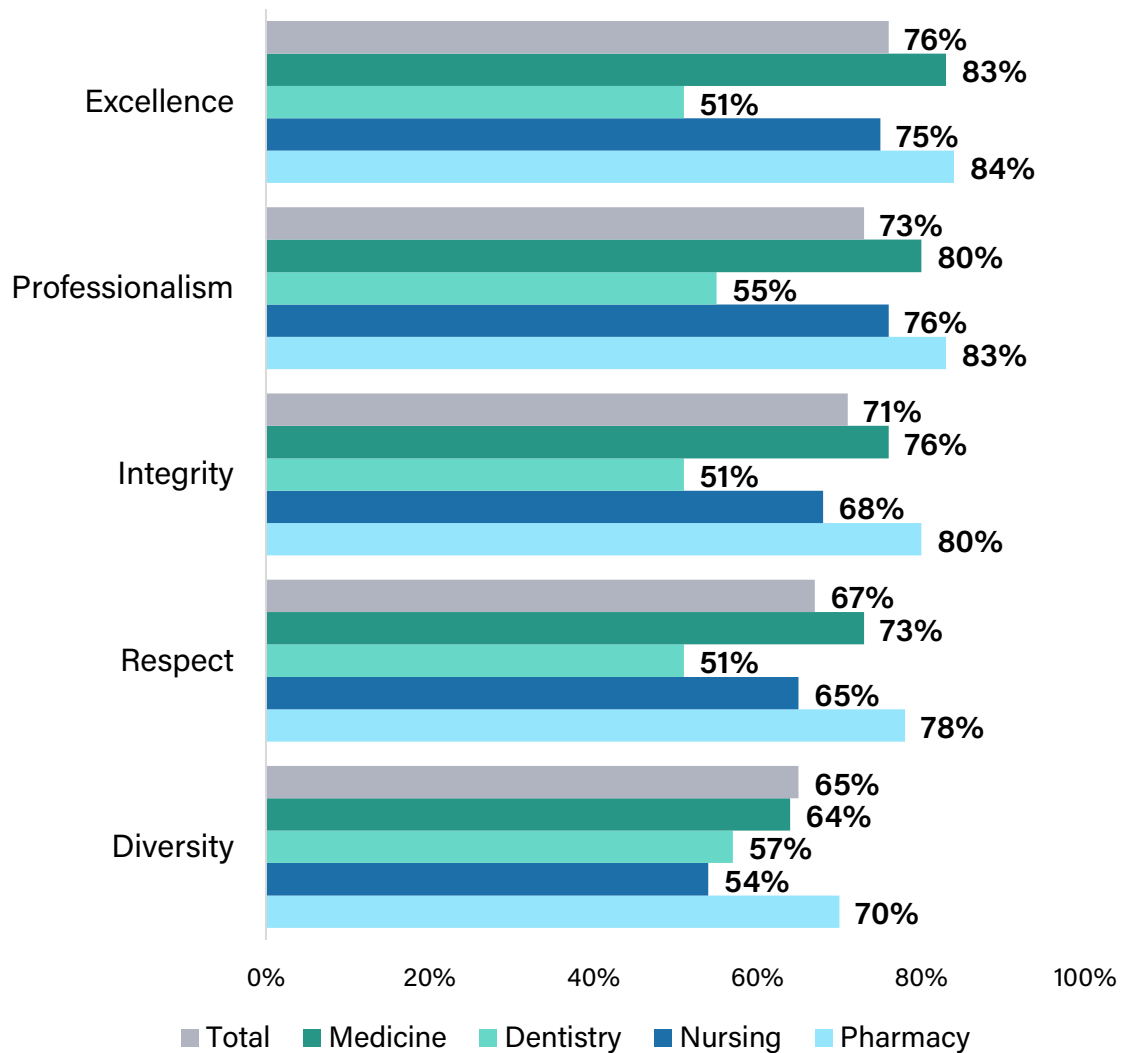


Q1. [FACULTY & STAFF] Thinking overall, how satisfied are you with your career at UCSF... very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

3. Achievement of PRIDE Values by school

Large majorities at the School of Pharmacy and School of Medicine feel that UCSF is doing extremely or very well at creating a climate that embodies all five PRIDE Values. Far fewer at the School of Dentistry are positive about UCSF's efforts to embody each PRIDE Value. Additionally, while a substantial proportion of those at the School of Nursing believe UCSF is doing well at creating a climate of excellence (75%), professionalism (76%), integrity (68%), and respect (65%), a narrow majority feel the same about the university's attempts at diversity (54%).

**How well do you think UCSF is doing at creating a climate that embodies each of the PRIDE values?
(Extremely well/very well)**

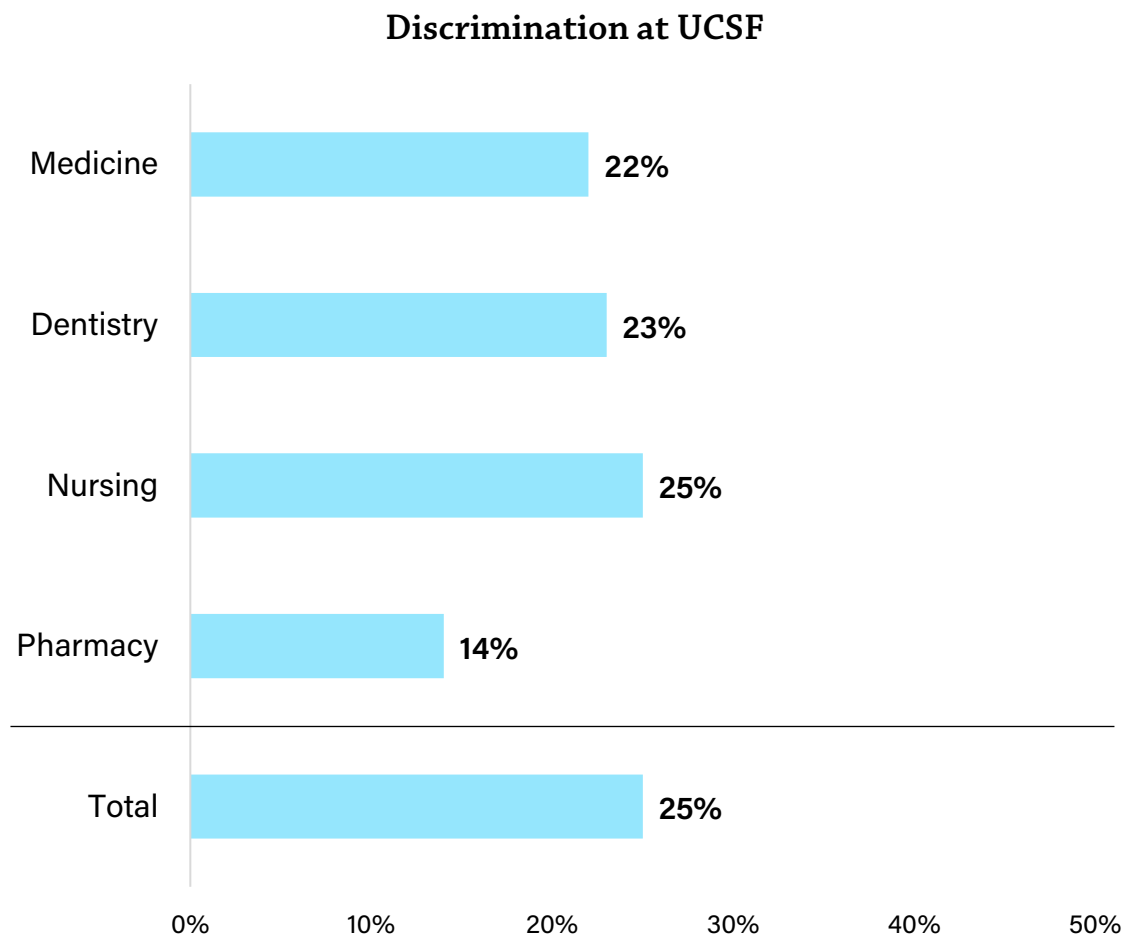


Q10a-e. And how well do you think UCSF is doing at creating a climate that embodies each of the PRIDE values... extremely well, very well, somewhat well, not very well? a. Professionalism; b. Respect; c. Integrity; d. Diversity; e. Excellence

B. Discrimination

1. Combined experience of discrimination by school

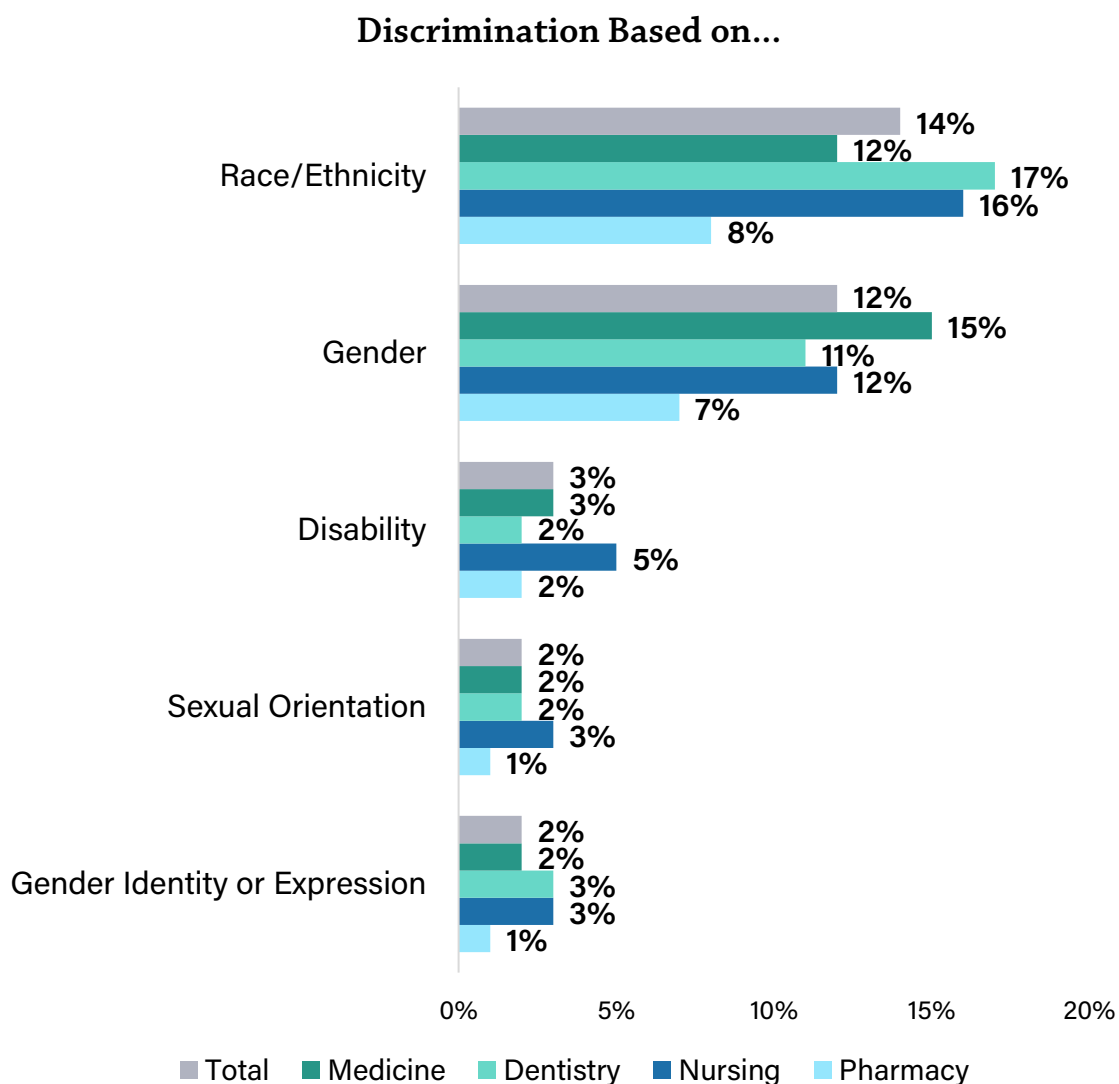
Those at the School of Pharmacy are less likely to encounter any form of discrimination (14%), while rates are similar to each other at the School of Nursing (25%), School of Dentistry (23%), and School of Medicine (22%).



Q31. (COMBINED) Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: a. Gender; b. Race/ethnicity; c. Sexual orientation; d. gender identity or expression; e. disability...yes, no, don't know?

2. Experiences of discrimination based on race, gender, disability, sexual orientation, and gender identity by school

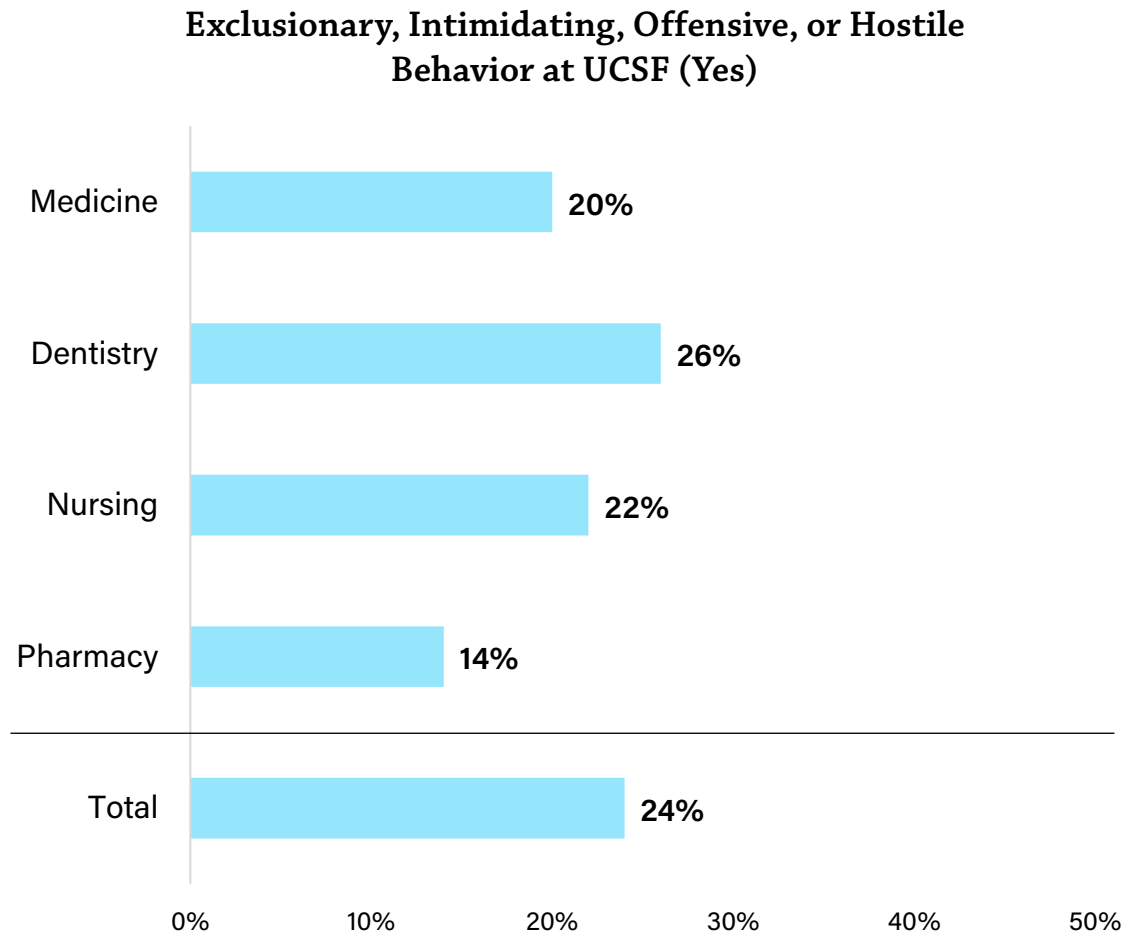
Faculty, staff, and learners are more likely to experience discrimination based on their race/ethnicity at the School of Dentistry (17%) and School of Nursing (16%) compared to those at the School of Medicine (12%) or School of Pharmacy (8%). Gender-based discrimination, however, is most common within Medicine (15%), followed by Nursing (12%), Dentistry (11%), and Pharmacy (7%). Discrimination because of a disability, sexual orientation, and gender identity or expression is equally rare across all four schools.



Q31. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: a. Gender; b. Race/ethnicity; c. Sexual orientation; d. gender identity or expression; e. disability ...yes, no, don't know?

C. Experiences of Exclusionary, Intimidating, Offensive, and Hostile Behavior by School

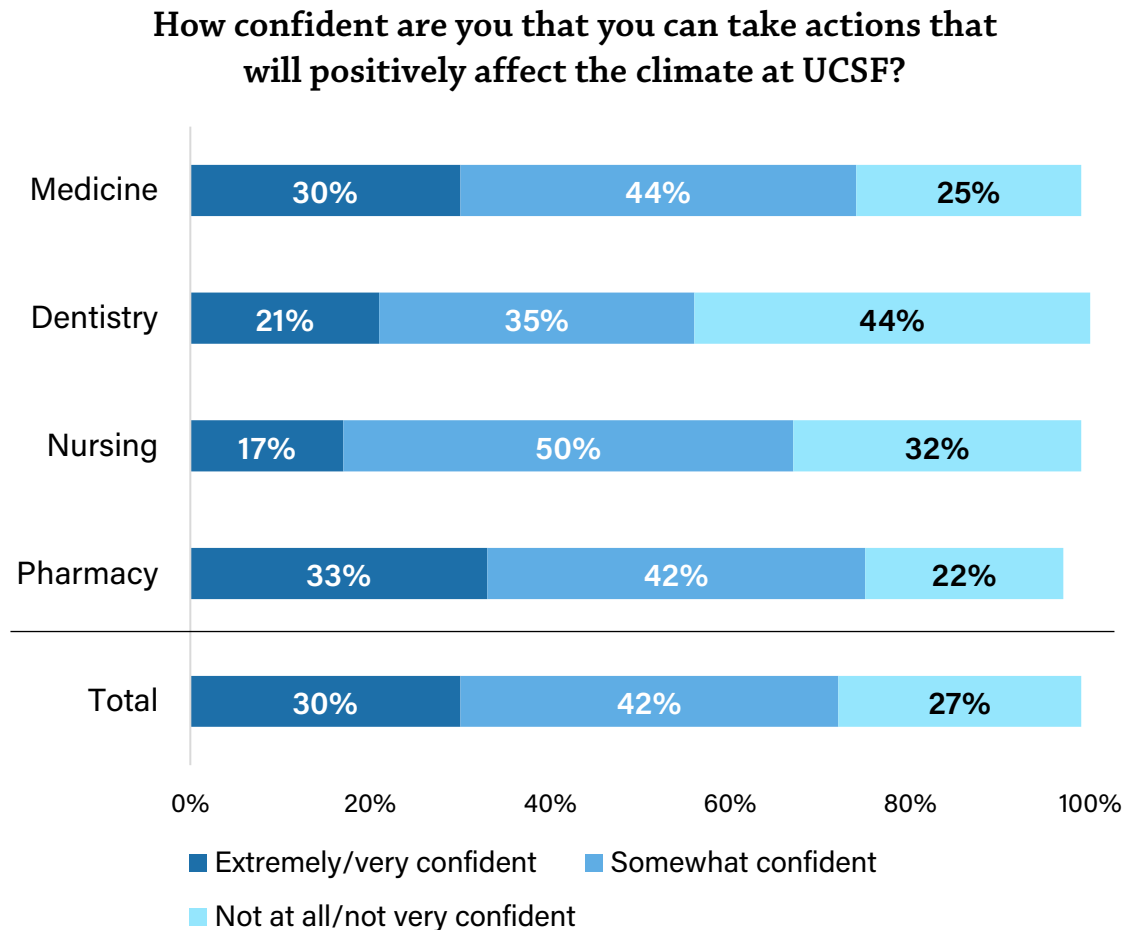
Exclusionary conduct is most prevalent at the School of Dentistry (26%), followed by the School of Nursing (22%), School of Medicine (20%), and School of Pharmacy (14%).



Q32. Within the past year, have you **personally experienced** any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF...yes, no?

D. Confidence to Influence UCSF Climate by School

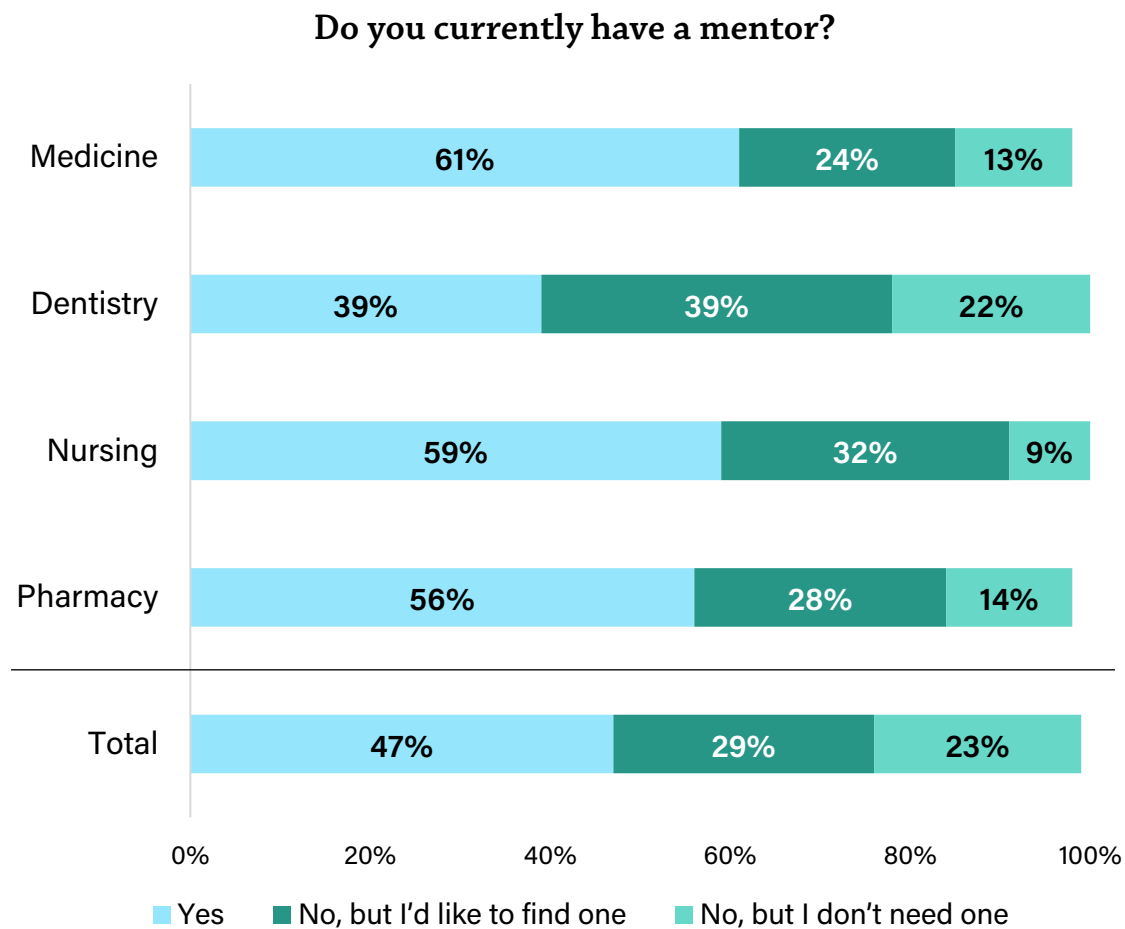
Faculty, staff, and learners feel most confident about their ability to positively affect the climate at UCSF within the School of Pharmacy (76% extremely/very/somewhat confident) and School of Medicine (76% extremely/very/somewhat confident) and School of Medicine (74%). Fewer report feeling confident at the School of Nursing (67%) and School of Dentistry (56%).



Q7. How confident are you that you can take actions that will positively affect the climate at UCSF... extremely confident, very confident, somewhat confident, not very confident, or not at all confident?

E. Mentorship by School

Mentoring is most common at the School of Medicine (61%), closely followed by the School of Nursing (59%) and School of Pharmacy (56%). Respondents at the School of Dentistry report the lowest rate of mentoring (39%), and a high level of interest in having a mentor (39%).



Q19. Do you currently have a mentor, that is, a person to whom you can turn for help with your professional or scholastic life...yes; no, but I'd like to find one; no, but I don't need one?

VII. Remote, In-person, and Hybrid Learning/Working Situation

Remote learners and workers as of fall 2021² are more likely to be staff, based on campus, white or Pacific Islander, and older. Overall, the data reveal little difference between each arrangement in terms of career satisfaction and overall impression of the campus climate. In-person workers and learners, however, are most likely to experience exclusionary, intimidating, offensive, or other hostile behavior. As for hybrid workers, they are more likely to report having a mentor in comparison to their remote or in-person peers.

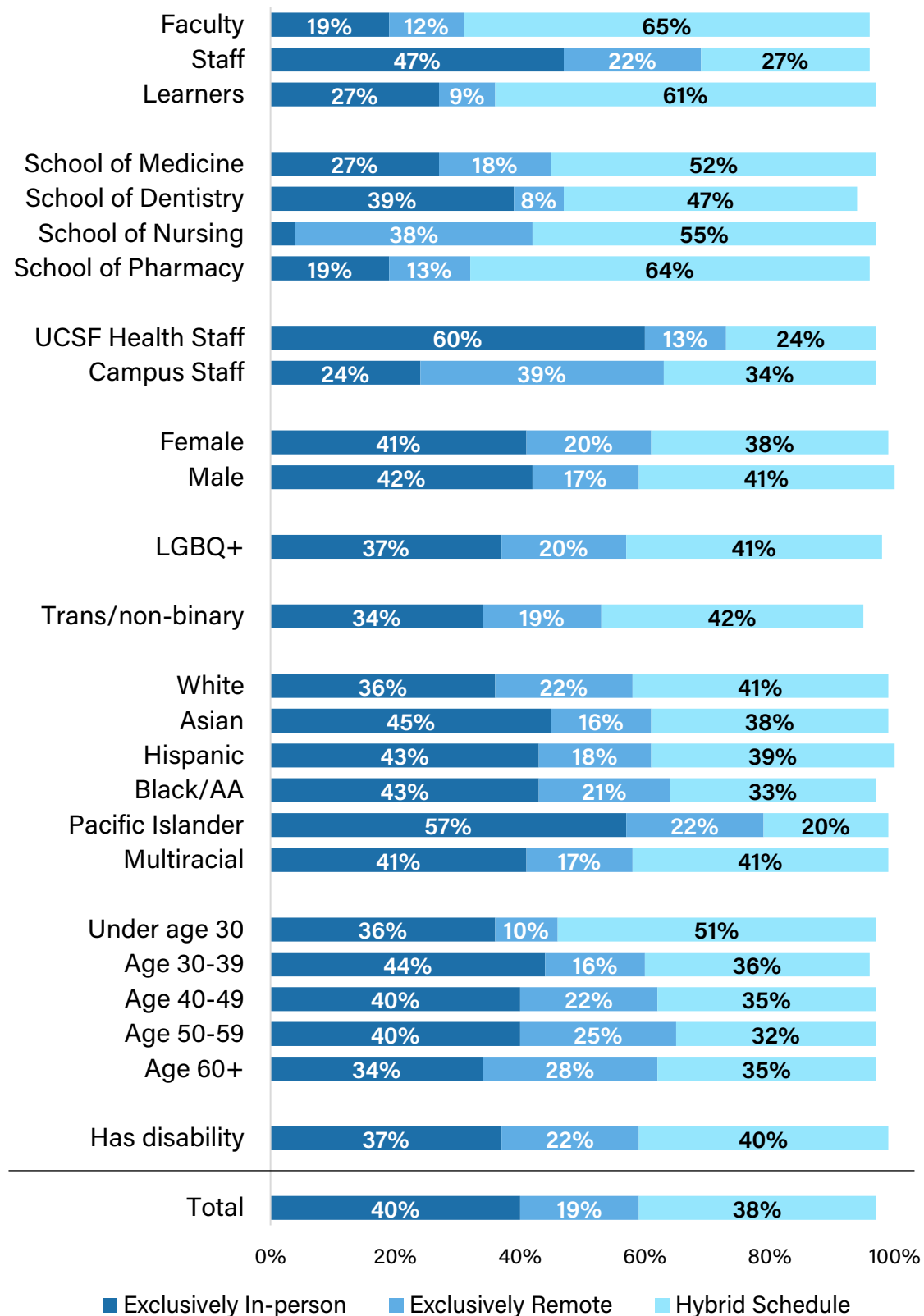
A. Learning/Working Profile

We find significant variation in work/learning environment by role, location, and age:

- Learning/working remotely is more common among Campus staff, those within the School of Nursing and Medicine, and individuals 50 and older
- In-person work/learning is more common among UCSF Health staff and Pacific Islander individuals
- Hybrid schedules are more common among faculty and learners, the School of Pharmacy, and those under age 30

² Due to COVID-19, all non-essential personnel worked remotely as of March, 2020.

Learning/Working Situation Demographics

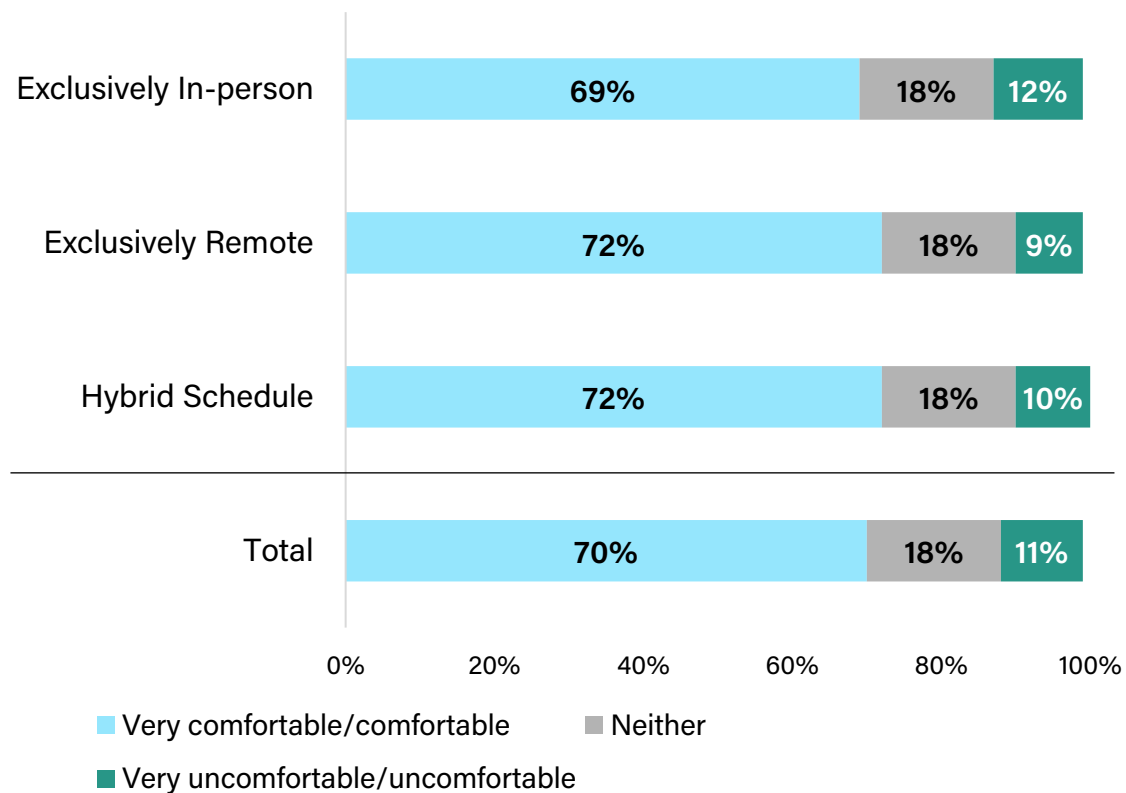


B. Overall Climate by Learning/Working Situation

1. Comfort with UCSF climate by learning/working situation

Most faculty, staff, and learners are very comfortable or comfortable with the climate at UCSF, regardless of their learning and/or working environment.

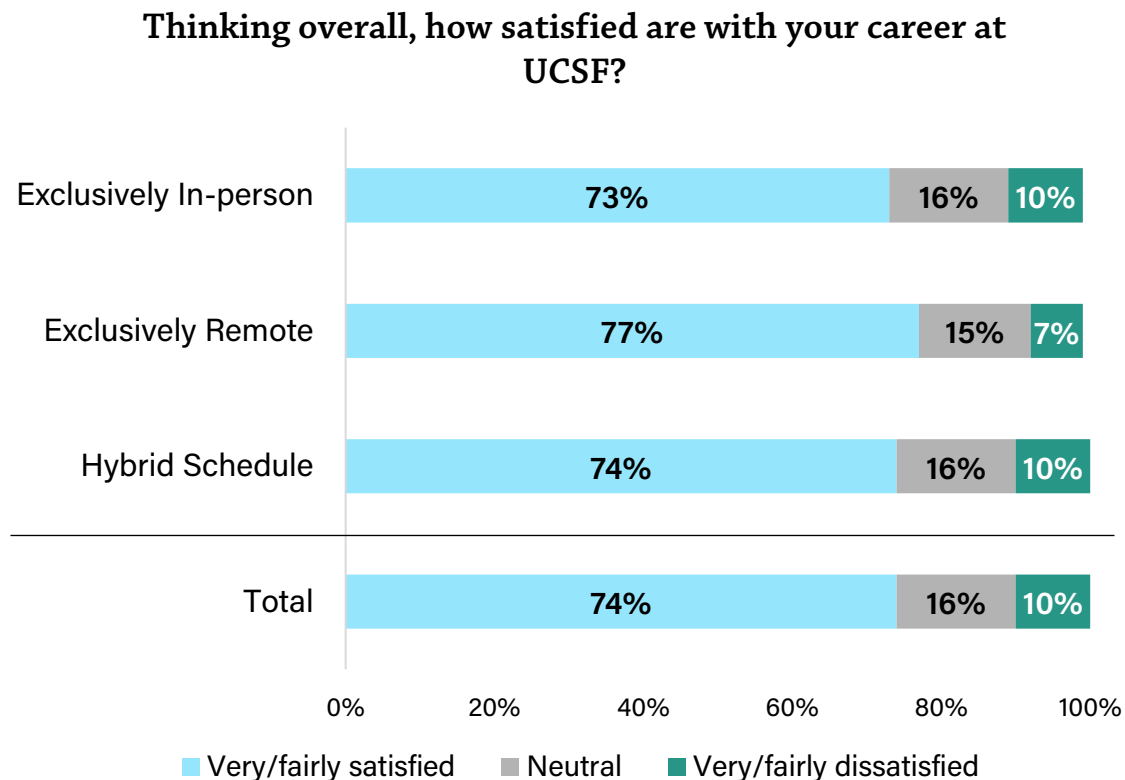
How comfortable are you with the climate at UCSF?



Q3. Overall, how comfortable are you with the climate at UCSF... very comfortable, comfortable, neither uncomfortable nor comfortable, uncomfortable, or very uncomfortable?

2. Career satisfaction by learning/working situation

The great majority of faculty and staff are satisfied with their career at UCSF, with few differences across working arrangements.

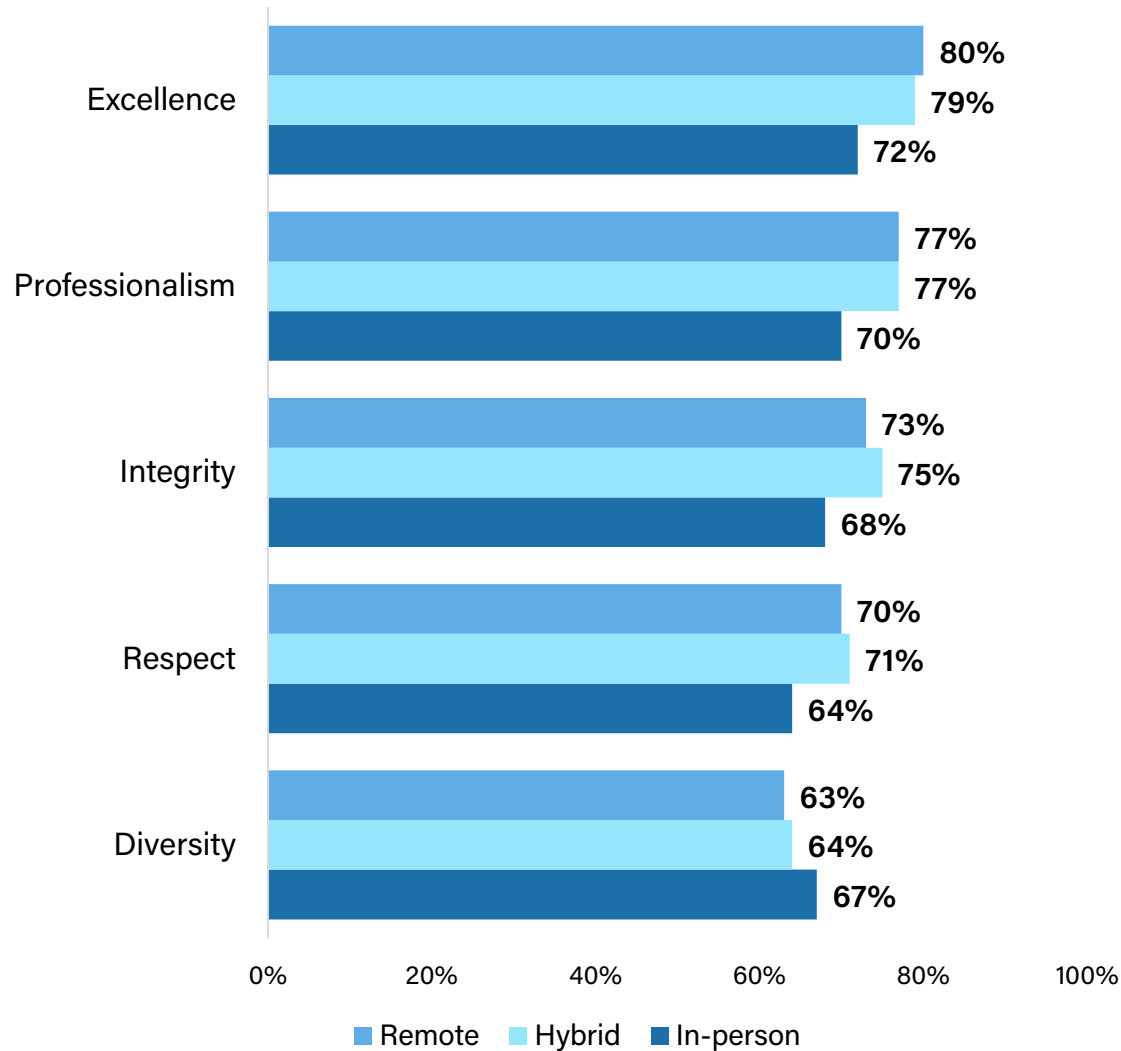


Q1. [FACULTY & STAFF] Thinking overall, how satisfied are you with your career at UCSF... very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

3. PRIDE Values by working/learning situation

Remote and hybrid workers/learners rate UCSF more positively than those who are exclusively in-person on achievement of four out of five of the PRIDE Values (professionalism, respect, integrity and excellence). Those who are in-person rate UCSF slightly more positively on how well UCSF creates a climate that embodies diversity.

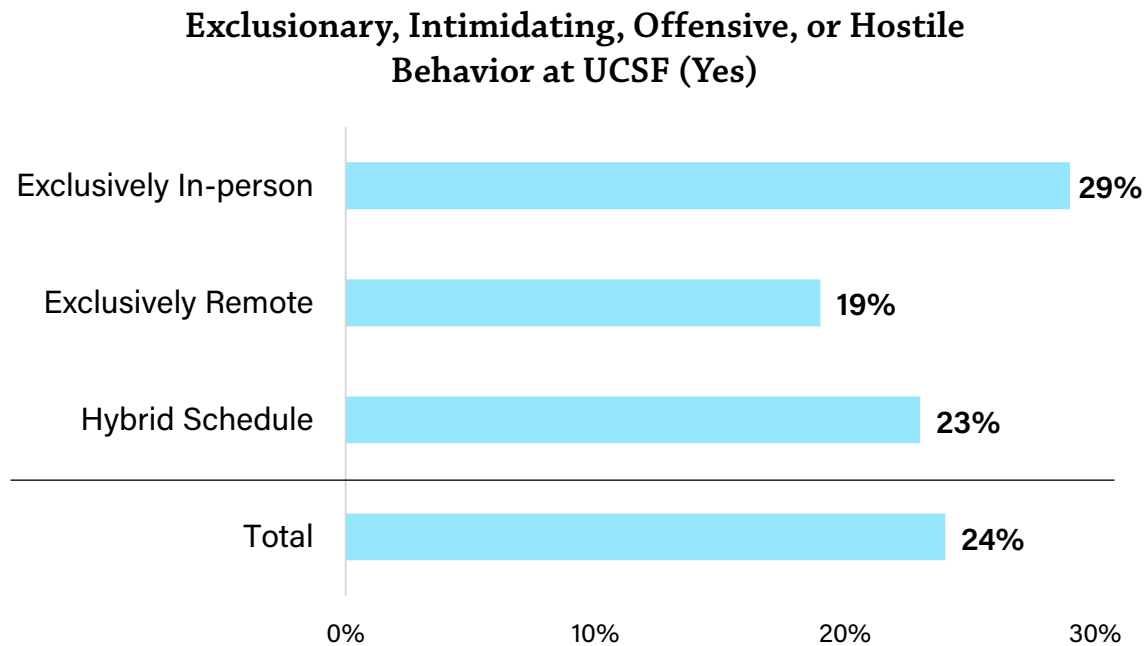
**How well do you think UCSF is doing at creating a climate that embodies each of the PRIDE values?
(Extremely well/very well)**



Q10a-e. And how well do you think UCSF is doing at creating a climate that embodies each of the PRIDE values... extremely well, very well, somewhat well, not very well? a. Professionalism; b. Respect; c. Integrity; d. Diversity; e. Excellence

C. Experiences of Exclusionary, Intimidating, Offensive, and Hostile Behavior by Learning/Working Situation

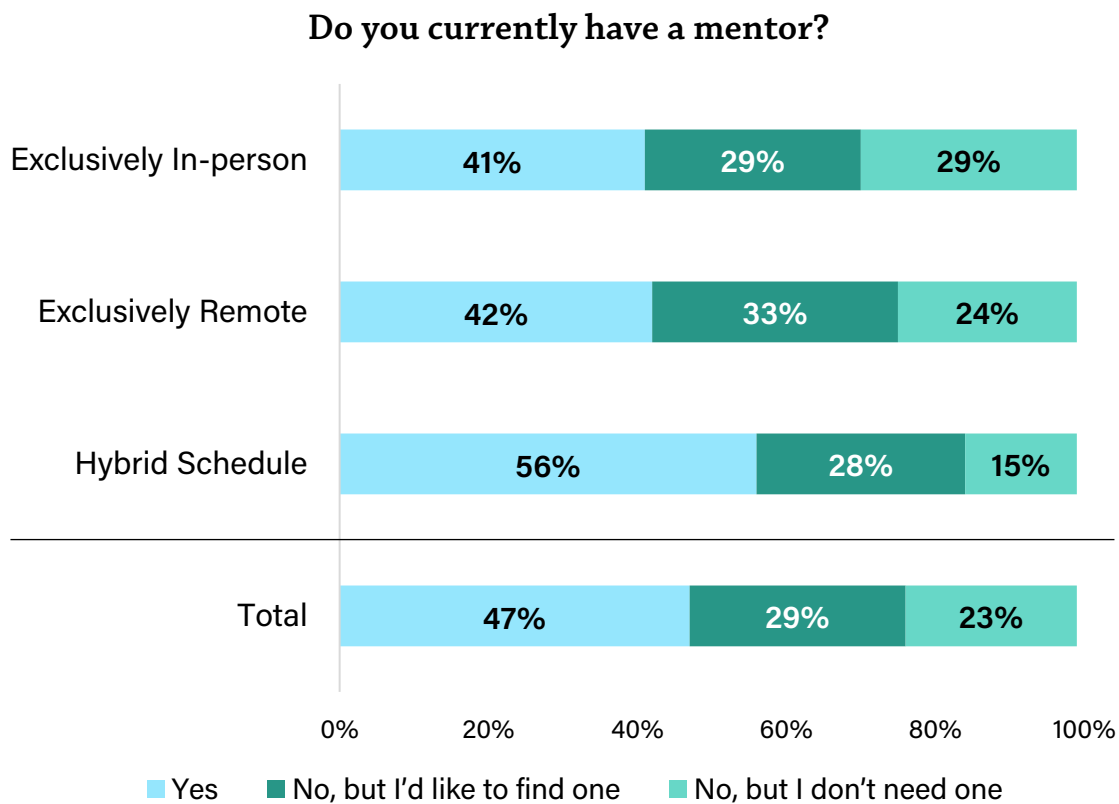
Twenty-nine percent of those working and learning in-person report some form of exclusionary behavior at UCSF. This rate is lower among individuals who are exclusively remote (19%), as well as those with hybrid schedules (23%).



Q32. Within the past year, have you **personally experienced** any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF...yes, no?

D. Mentorship by Learning/Working Situation

Fifty-six percent of those with a hybrid schedule report having a mentor, compared to 42% of remote and 41% of in-person faculty, staff, and learners. Some of the difference is explained by the fact that hybrid schedules are more common among faculty and learners (who are also more likely to have mentors) and less common among staff, particularly UCSF Health staff (who are less likely to have mentors). However, even within these roles, those who are working hybrid schedules are more likely to report having a mentor: For example, 40% of staff on hybrid schedules have mentors compared to 32% of staff working exclusively in-person, and 69% of remote and hybrid faculty have mentors compared to 61% of those working in-person only. Even among UCSF Health staff, 37% of those on hybrid schedules have a mentor compared to 32% who are exclusively in person.



Q19. Do you currently have a mentor, that is, a person to whom you can turn for help with your professional or scholastic life...yes; no, but I'd like to find one; no, but I don't need one?

Appendix A: Detailed Methodology

Summary

The 2021 UCSF Climate Survey was conducted online via a self-administered survey among faculty (faculty, non-faculty academics, and recall faculty), staff, and learners (fellows, postdocs, residents, and students). Survey responses were collected from October 11 to December 3, 2021, with a total of 14,579 valid surveys completed.

Questionnaire

The questionnaire was drafted with input from a diverse Climate Survey Task Force of staff, faculty, and learners to incorporate the experiences, concerns, and ideas of UCSF's many communities.³ The team drew upon previous climate surveys administered at UCSF and other UC campuses, including: Belden Russonello Strategies' 2001, 2011, and 2017 Faculty Climate surveys; the Rankin & Associates Consulting (R&A) 2013 UCSF Climate Survey;⁴ the R&A UCSF School of Dentistry Assessment of Climate for Learning, Living, and Working; the R&A 2019 School of Nursing Climate Survey;⁵ UC Berkeley's My Experience Campus Climate Survey; and the UCSF Child and Dependent Care Survey. The resulting instrument incorporates questions from these previous surveys, with some used for inspiration, but amended to reflect the contemporary UCSF context. All modifications of previous questions used in this report are marked accordingly, with the original text in parentheses.

The UCSF Climate Survey was made available in English, Spanish, and Simplified Chinese. CETRA Language Services translated the programmed questionnaire, with EWR inputting the translated files and providing quality assurance.

Data Collection

The population of interest is all learners at UCSF (residents, fellows, postdoctoral research fellows, and graduate and professional students), paid staff, faculty, non-faculty academics, and recall faculty who worked either full- or part-time with valid email addresses as of October 4, 2021. This includes individuals located at the university's main

³ Climate Survey Task Force members included: Brian Alldredge, Evolve Benton, Maureen Brodie, Janhavi Bonville, Alan Carpenter, Jeffrey Chiu, Nancy A. Duranteau, Brenda Gee, Bryan Herrera, Nancy Hessol, Cristina Morrison, Renee Navarro, Elizabeth Ozer, Merva Razzak, Barbara L. Sanchez, Sarah Schaeffer, Teresa Scherzer, Elizabeth Silva, Diane Sliwka, and George Taylor.

⁴ The R&A 2013 UCSF Climate Survey is referred to as the "2013 Climate Survey" and "2013" in this report.

⁵ Draft survey that was never fielded.

campus and medical center, as well as those paid by UCSF at UCSF's affiliates and partners.⁶ However, this population does not include contract workers, temporary and floater employees, nor unpaid faculty. EWR received information for 33,387 faculty, staff, and learners from UCSF who fit the survey criteria. Due to an administrative error, 321 residents and fellows at UCSF Fresno were only invited to participate in the final week of fielding the survey. This delayed invite effected the response rate for residents and fellows at UCSF Fresno and UCSF as a whole.

The survey was designed and administered using Alchemer, an online survey administration service. EWR answered respondent questions and monitored data collection for quality assurance.

All those included within the UCSF population outlined above were invited to participate via individualized emails with personal links generated by Alchemer, with an additional nine reminders sent during the field period. Survey invites and reminders were sent via Alchemer, followed by email reminders from UCSF's leadership through the university e-mail system to further encourage participation. Financial incentives for completing the survey were also provided to increase the response rate, with weekly random drawings for 25 \$50.00 gift cards and a one-time drawing for three iPads following the survey's completion. A total of 14,579 questionnaires were completed for a participation rate of 44 percent (see "Response Rates by Primary Role and School").

⁶ Affiliates and partners, include: Benioff Children's Hospital, UCSF Fresno, Gladstone Institutes, Howard Hughes Medical Institute, Veterans Affairs, and Zuckerberg San Francisco General Hospital and Trauma Center.

Response Rates by Primary Role and School

	Response Rate
Total	44%
Primary Role	
Faculty	56%
Staff	44%
Learners	35%
School/Division	
School of Medicine	47%
School of Dentistry	42%
School of Nursing	50%
School of Pharmacy	53%

Data analysis

The data have been weighted to match the survey demographics with the broader UCSF population. Weighting was conducted via a raking process,⁷ beginning with subgroup proportions by primary role (faculty, non-faculty academics, staff, and learners), then for characteristics across the entire population.⁸ To facilitate weighting and analysis, UCSF provided relevant individual-level and aggregated data for the entire UCSF population.⁹ All individual-level information was matched with the corresponding survey respondent and incorporated into EWR's analysis. The following table titled "Sample Composition" displays weighted and unweighted sample proportions for this combined dataset. All tables and analysis in the text refer to the weighted data.

⁷ Weights are iteratively applied to variables with known population characteristics until the survey values closely align with the population.

⁸ Total population weights: age, gender, benefited vs. non-benefited (FTE), and primary role. Faculty weight: academic senate. Non-faculty academic weight: non-faculty academic rank. Staff weights: union representation and staff location. Learner weights: primary role, American Board of Medical Specialties (ABMS) certification, and resident year.

⁹ Individual-level data: email, first name, primary role, school/division, level three department, Department of Medicine level four department, location (UCSF Health or Campus), UCSF Health departments, Finance & Administration—Extended, affiliation, UCSF job code, title, EEO-1, staff level, non-faculty academic rank, faculty series, faculty rank, faculty step, learner level, union representation, ACGME, academic senate, student area, degree objective, curriculum, resident year, home program, ABMS, postdoc year, FTE, start date, and age. Aggregated data: gender, race/ethnicity, first generation college student, disability status, and military service.

Survey Composition Table

	Unweighted n	Unweighted %	Weighted %
Total	14,579	100%	100%
Role			
Faculty	1809	12%	10%
Staff	9,921	68	68
Learners	2,242	15	19
Gender			
Female	9,845	68%	63%
Male	4,306	30	30
Non-binary/other	157	1	1
Race and Ethnicity			
Native American	30	*%	*%
Asian	4,561	31%	31%
Black/African American	1,122	6%	6%
Hispanic	1,967	13%	14%
White	5,388	37%	34%
Pacific Islander	143	1%	1%
Middle Eastern/North African	372	3%	3%
Multiracial	966	7%	7%
Age			
<30	2,427	17%	20%
30-39	4,306	30	34
40-49	3,469	24	22
50-59	2,951	20	16
60+	1,426	10	8
Sexual Orientation			
Heterosexual	12,111	83%	80%
LGBQ+	2,108	14	15
Disability			
Yes	2,570	18%	17%
No	11,731	80	79
Length of Employment			
>1	1,144	9%	10%
1-5	4,272	35	36
6-10	2,338	19	18
11-20	2,886	23	21
>20	1,571	13	11

Survey Composition Table (continued)

	Unweighted n	Unweighted %	Weighted %
Total	14,579	100%	100%
Length of Time at UCSF			
<1 year	615	27%	26%
1	378	17	16
2	413	18	18
3	346	15	15
4+	469	21	21
School/Division			
School of Medicine	5,806	40%	37%
School of Dentistry	377	3	3
School of Nursing	364	2	2
School of Pharmacy	458	3	3

Reading this report

When reading the report, tables and graphs in the text highlight selected survey findings and are expressed in percentages. Unless specified otherwise, the base for each table is all respondents (n=14,579). In reading these data, when the percent sign (%) appears at the top of a column, the numbers add vertically; when % appears next to each value, the values are not mutually exclusive and *do not* add to the total. An asterisk (*) indicates less than 1%. Due to rounding and omission of "don't know" or other responses, percentages may add to more or less than 100%.

Variable Definitions

Total Variables

All variables listed below are inclusive of the total UCSF community: academics, staff, and learners.

Role

Roles according to UCSF's records based on variable "Primary Role". Classification scheme is as follows:

- *Faculty*: Full-time (50%+) faculty personnel (see "Faculty Variables" for alternative categorization)
- *Non-Faculty Academic*: All non-faculty academic personnel
- *Recall*: All recall academics
- *Staff*: All staff
- *Learners*: All students, postdocs, residents and fellows.

School/Division/Level 2 Department

Administrative units according to UCSF, based on variable Level 2 Department. Includes the following:

- *School of Medicine*
- *School of Dentistry*
- *School of Nursing*
- *School of Pharmacy*

Staff Location

Primary location where staff work according to UCSF's records. Locations include:

- *UCSF Health*
- *Campus*

Gender

Self-identified according to question 55. Classification scheme is as follows:

- *Male*: Male, Trans Male/Trans Man
- *Female*: Female, Trans Female/Trans Woman

Transgender/non-binary

Self-identified according to question 55. Includes Trans Male/Trans Man, Trans Female/Trans Woman, non-binary, genderqueer, gender non-conforming, and other gender identity.

LGB+

Self-identified according to question 54. Includes, lesbian, gay, bisexual, and “other” sexual orientation.

Race/Ethnicity

Self-identified racial and ethnic group according to question 41. Classification scheme is as follows:

- *White*: Only non-Hispanic white/European Americans individuals
- *Asian*: Only non-Hispanic Asian/Asian American, South Asian, and Southeast Asian individuals
- *Hispanic*: All Hispanic individuals
- *Black/African American*: Only non-Hispanic Black/African American individuals
- *Native American*: Only non-Hispanic American Indian/Native American/First Nation/Alaska Native individuals
- *Middle Eastern/North African*: All Middle Eastern or North African individuals
- *Multiracial*: All non-Hispanic individuals with more than one race

Age

Age by decade according to UCSF’s records.

Has a disability:

Self-identified in Q43-Q45. Includes any individual who reports having a physical, emotional/psychological, and/or learning disability.

Has a mentor:

Self-identified in Q19 to include all individuals with a mentor.

Faculty Variables

Faculty: Full-time (50%+) faculty only

Series

Faculty series per UCSF records. Categories include:

- Adjunct

- Clinical
- HS Clinical
- In Residence
- Ladder Rank

Rank

Faculty rank according to UCSF's records:

- Instructor
- Assistant
- Associate
- Full

LBGTQ+

Individuals who are lesbian, gay, bisexual, transgender, non-binary, genderqueer, gender non-conforming, or hold other gender or sexual identities,

Staff Variables

Union

Whether a staff member is in a union-represented position or not according to UCSF's records. Categories: *Yes/No*.

Learner Variables

Learner Type

Learner categories according to UCSF's records, by the variables Primary Degree Objective and Primary Role. Classification scheme is as follows:

- *Professional Students*: Primary Degree Objective is "First Professional"
- *PhD/Masters Students*: Primary Degree Objective is "Doctorate" or "Masters"
- *Fellows*: Primary Role is Fellow
- *Postdocs*: Primary Role is Postdoc
- *Residents*: Primary Role is Resident
- *All Students*: Includes Professional students, PhD/Masters Students, and those whose primary degree objective is a certificate

First Generation College Student

Self-identified. Learners with no parent(s) or guardian(s) with a Bachelor's degree or higher as determined by question 49a-b.

Appendix B: Crosstab Tables

Overall Comfort with UCSF Climate

Q3. Overall, how comfortable are you with the climate at UCSF?

	Very comfortable/ comfortable	Neutral	Very uncomfortable/ uncomfortable	Very comfortable	Very uncomfortable
Total	70%	18%	11%	19%	2%
Faculty	65%	21%	14%	15%	2%
Non-faculty academics	76%	18%	5%	24%	0%
Recall	77%	14%	8%	32%	0%
Staff	69%	19%	11%	18%	2%
Learners	77%	15%	7%	22%	1%
School of Medicine	75%	17%	8%	21%	1%
School of Dentistry	55%	23%	22%	13%	7%
School of Nursing	63%	24%	11%	11%	2%
School of Pharmacy	78%	16%	5%	25%	1%
Exec. Vice Chancellor	72%	18%	9%	22%	1%
Finance/Administration	73%	16%	9%	23%	1%
UCSF Health Staff	67%	19%	13%	17%	2%
Campus Staff	73%	18%	8%	20%	2%
Benioff Children's Hospital	57%	22%	19%	12%	4%
BCH Oakland	51%	25%	24%	10%	5%
BCH San Francisco	68%	19%	13%	14%	2%
Fresno	80%	15%	5%	30%	2%
VA	73%	19%	8%	18%	1%
ZSFG	72%	19%	9%	18%	1%
Women	70%	18%	10%	17%	2%
Men	76%	14%	9%	24%	2%
Trans/non-binary	50%	28%	22%	8%	5%
LGBQ+	66%	20%	13%	18%	2%
White	72%	16%	12%	21%	2%
Asian	76%	17%	7%	18%	1%
Hispanic	68%	20%	11%	20%	2%
Black/AA	59%	21%	19%	17%	5%
Native American	51%	33%	16%	16%	0%
Pacific Islander	74%	20%	5%	17%	2%
Multiracial	68%	19%	13%	16%	2%
Age: <30	78%	15%	6%	21%	1%
30-40	69%	19%	11%	16%	2%
40-50	67%	20%	12%	17%	2%
50-60	68%	18%	13%	21%	3%
60+	71%	16%	11%	23%	2%
Has disability	58%	23%	19%	13%	3%
Has mentor	78%	14%	7%	23%	1%

UCSF Climate: Friendly vs. Hostile

Q4a. Using a scale of 1-5, please rate the overall UCSF climate on the following dimensions: Friendly (1) 2 3 4 Hostile (5)

	Friendly (1-2)	Neutral (3)	Hostile (4-5)	Fully Friendly (1)	Fully Hostile (5)
Total	66%	18%	11%	32%	3%
Faculty	69%	17%	10%	28%	3%
Non-faculty academics	75%	16%	6%	40%	0%
Recall	67%	21%	3%	35%	0%
Staff	63%	20%	13%	30%	3%
Learners	77%	11%	7%	38%	1%
School of Medicine	74%	15%	8%	35%	2%
School of Dentistry	50%	21%	21%	22%	6%
School of Nursing	65%	20%	8%	27%	2%
School of Pharmacy	75%	14%	8%	38%	1%
Exec. Vice Chancellor	75%	14%	9%	38%	3%
Finance/Administration	62%	18%	14%	32%	5%
UCSF Health Staff	59%	21%	14%	29%	4%
Campus Staff	69%	18%	10%	33%	3%
Benioff Children's Hosp	55%	24%	15%	24%	4%
BCH Oakland	49%	28%	17%	21%	5%
BCH San Francisco	67%	18%	10%	28%	2%
Fresno	78%	12%	8%	48%	4%
VA	77%	8%	12%	29%	0%
ZSFG	71%	18%	8%	31%	2%
Women	66%	18%	11%	31%	3%
Men	71%	15%	10%	36%	2%
Trans/non-binary	59%	21%	15%	17%	3%
LGBQ+	66%	17%	12%	29%	3%
White	72%	16%	9%	33%	2%
Asian	68%	17%	10%	33%	2%
Hispanic	62%	20%	13%	34%	4%
Black/AA	53%	24%	18%	26%	5%
Native American	35%	33%	28%	24%	18%
Pacific Islander	65%	17%	11%	32%	6%
Multiracial	68%	18%	12%	29%	3%
Age: <30	78%	12%	7%	39%	2%
30-40	67%	17%	11%	31%	2%
40-50	62%	22%	12%	28%	3%
50-60	59%	20%	15%	30%	5%
60+	59%	22%	14%	29%	5%
Has disability	60%	22%	15%	25%	3%
Has mentor	76%	13%	8%	38%	2%

UCSF Climate: Inclusive vs. Exclusive

Q4b. Using a scale of 1-5, please rate the overall UCSF climate on the following dimensions: Inclusive (1) 2 3 4 Exclusive (5)

	Inclusive (1-2)	Neutral (3)	Exclusive (4-5)	Fully Inclusive (1)	Fully Exclusive (5)
Total	60%	20%	16%	28%	4%
Faculty	63%	17%	16%	28%	4%
Non-faculty academics	67%	18%	13%	33%	2%
Recall	64%	14%	14%	34%	1%
Staff	55%	22%	17%	26%	5%
Learners	73%	13%	11%	35%	2%
School of Medicine	68%	16%	12%	33%	3%
School of Dentistry	48%	19%	24%	21%	8%
School of Nursing	61%	18%	16%	26%	4%
School of Pharmacy	71%	14%	11%	37%	3%
Exec. Vice Chancellor	65%	18%	15%	33%	3%
Finance/Administration	54%	21%	17%	29%	6%
UCSF Health Staff	52%	23%	19%	24%	6%
Campus Staff	62%	20%	15%	30%	4%
Benioff Children's Hosp	46%	27%	21%	18%	6%
BCH Oakland	41%	28%	25%	16%	8%
BCH San Francisco	55%	24%	16%	20%	3%
Fresno	75%	14%	8%	42%	2%
VA	73%	13%	10%	29%	1%
ZSFG	61%	20%	16%	27%	3%
Women	59%	21%	16%	27%	4%
Men	66%	16%	14%	35%	4%
Trans/non-binary	44%	24%	27%	14%	8%
LGBQ+	58%	18%	19%	25%	5%
White	66%	17%	13%	32%	3%
Asian	62%	19%	14%	29%	3%
Hispanic	54%	22%	19%	28%	6%
Black/AA	40%	26%	26%	18%	8%
Native American	21%	28%	41%	12%	18%
Pacific Islander	52%	24%	17%	21%	9%
Multiracial	62%	18%	17%	26%	4%
Age: <30	72%	14%	11%	35%	2%
30-40	61%	19%	15%	29%	4%
40-50	55%	23%	17%	26%	5%
50-60	51%	23%	20%	24%	6%
60+	52%	21%	20%	24%	7%
Has disability	52%	21%	23%	21%	6%
Has mentor	70%	16%	11%	35%	3%

UCSF Climate: Consultative vs. Authoritative

Q4c. Using a scale of 1-5, please rate the overall UCSF climate on the following dimensions: Consultative (1) 2 3 4 Authoritative (5)

	Consultative (1-2)	Neutral (3)	Authoritative (4-5)	Fully consultative (1)	Fully authoritative (5)
Total	52%	23%	20%	21%	6%
Faculty	55%	19%	22%	22%	6%
Non-faculty academics	63%	22%	13%	26%	2%
Recall	60%	18%	14%	29%	2%
Staff	47%	25%	22%	20%	7%
Learners	64%	16%	14%	26%	3%
School of Medicine	60%	20%	15%	24%	4%
School of Dentistry	35%	20%	37%	14%	14%
School of Nursing	48%	21%	23%	18%	6%
School of Pharmacy	59%	21%	14%	29%	3%
Exec. Vice Chancellor	56%	23%	17%	23%	5%
Finance/Administration	48%	23%	21%	22%	7%
UCSF Health Staff	45%	25%	24%	19%	8%
Campus Staff	52%	25%	18%	22%	6%
Benioff Children's Hosp.	40%	26%	27%	14%	10%
BCH Oakland	34%	28%	32%	12%	12%
BCH San Francisco	51%	23%	20%	15%	6%
Fresno	62%	23%	13%	36%	2%
VA	61%	15%	19%	24%	3%
ZSFG	57%	23%	15%	22%	4%
Women	51%	23%	20%	21%	5%
Men	56%	21%	18%	24%	5%
Trans/non-binary	40%	23%	31%	9%	10%
LGBQ+	49%	22%	24%	18%	7%
White	56%	21%	19%	22%	5%
Asian	54%	22%	18%	22%	5%
Hispanic	49%	24%	21%	23%	7%
Black/AA	41%	26%	24%	17%	9%
Native American	14%	41%	35%	9%	14%
Pacific Islander	52%	24%	14%	24%	7%
Multiracial	50%	22%	23%	19%	5%
Age: <30	62%	19%	14%	26%	3%
30-40	53%	22%	20%	21%	5%
40-50	47%	26%	21%	20%	6%
50-60	45%	24%	24%	18%	9%
60+	47%	24%	23%	20%	8%
Has disability	42%	26%	27%	14%	9%
Has mentor	62%	19%	15%	26%	4%

UCSF Climate: Respectful Vs. Not Respectful

Q4d. Using a scale of 1-5, please rate the overall UCSF climate on the following dimensions: Respectful (1) 2 3 4 Not respectful (5)

	Respectful (1-2)	Neutral (3)	Not respectful (4-5)	Fully respectful (1)	Fully not respectful (5)
Total	67%	16%	12%	34%	3%
Faculty	72%	13%	12%	33%	3%
Non-faculty academics	75%	16%	7%	47%	1%
Recall	70%	16%	6%	37%	1%
Staff	63%	19%	14%	32%	4%
Learners	80%	9%	7%	42%	2%
School of Medicine	76%	12%	9%	40%	2%
School of Dentistry	50%	20%	21%	24%	6%
School of Nursing	69%	15%	10%	32%	2%
School of Pharmacy	79%	12%	6%	46%	2%
Exec. Vice Chancellor	74%	14%	10%	38%	3%
Finance/Administration	62%	18%	14%	34%	4%
UCSF Health Staff	59%	20%	16%	29%	5%
Campus Staff	70%	16%	11%	37%	3%
Benioff Children's Hosp.	52%	24%	18%	21%	5%
BCH Oakland	47%	25%	23%	20%	7%
BCH San Francisco	62%	22%	10%	24%	2%
Fresno	77%	10%	10%	46%	4%
VA	78%	6%	11%	34%	1%
ZSFG	74%	15%	8%	35%	2%
Women	67%	17%	12%	33%	3%
Men	72%	13%	11%	40%	3%
Trans/non-binary	56%	20%	20%	21%	6%
LGBQ+	66%	16%	14%	30%	4%
White	73%	14%	11%	37%	3%
Asian	69%	15%	11%	34%	3%
Hispanic	64%	18%	14%	35%	5%
Black/AA	51%	22%	20%	26%	7%
Native American	32%	31%	30%	19%	10%
Pacific Islander	64%	15%	14%	31%	5%
Multiracial	69%	16%	13%	35%	2%
Age: <30	80%	10%	7%	44%	2%
30-40	69%	15%	12%	34%	3%
40-50	62%	20%	14%	31%	4%
50-60	58%	19%	17%	29%	5%
60+	58%	20%	17%	31%	6%
Has disability	60%	19%	17%	25%	4%
Has mentor	78%	11%	8%	42%	2%

Confidence in Affecting the UCSF Climate

Q7. How confident are you that you can take actions that will positively affect the climate at UCSF?

	Not very/not at all confident	Somewhat confident	Extremely/very confident	Somewhat+ (somewhat, very, extremely)
Total	27%	42%	30%	73%
Faculty	32%	40%	28%	68%
Non-faculty academics	29%	43%	27%	70%
Recall	30%	37%	30%	67%
Staff	26%	42%	31%	73%
Learners	25%	45%	29%	74%
School of Medicine	25%	44%	30%	74%
School of Dentistry	44%	35%	21%	56%
School of Nursing	32%	50%	17%	67%
School of Pharmacy	22%	42%	33%	75%
Exec. Vice Chancellor	28%	45%	28%	72%
Finance/Administration	21%	39%	39%	78%
UCSF Health Staff	27%	41%	31%	72%
Campus Staff	24%	44%	31%	75%
Benioff Children's Hospital	35%	39%	25%	64%
BCH Oakland	40%	37%	22%	59%
BCH San Francisco	29%	42%	29%	71%
Fresno	15%	46%	39%	85%
VA	24%	45%	31%	76%
ZSFG	25%	46%	29%	75%
Women	27%	44%	29%	73%
Men	24%	41%	35%	76%
Trans/non-binary	44%	38%	19%	56%
LGBQ+	31%	41%	28%	68%
White	28%	41%	31%	72%
Asian	24%	46%	30%	76%
Hispanic	26%	42%	32%	74%
Black/AA	27%	39%	34%	73%
Native American	26%	34%	40%	74%
Pacific Islander	25%	36%	39%	75%
Multiracial	31%	44%	25%	69%
Age: <30	21%	46%	32%	78%
30-40	28%	43%	28%	71%
40-50	27%	42%	30%	72%
50-60	29%	40%	31%	71%
60+	29%	39%	31%	69%
Has disability	37%	40%	23%	62%
Has mentor	20%	45%	35%	79%

Familiarity with UCSF PRIDE values

Q8. How familiar are you with UCSF's PRIDE values?

	Very	Somewhat	Not very	Have not heard
Total	53%	38%	7%	2%
Faculty	61%	33%	4%	1%
Non-faculty academics	32%	48%	17%	3%
Recall	48%	36%	6%	6%
Staff	58%	35%	5%	1%
Learners	32%	49%	12%	6%
School of Medicine	45%	43%	9%	3%
School of Dentistry	52%	42%	5%	1%
School of Nursing	51%	41%	6%	2%
School of Pharmacy	52%	38%	6%	2%
Exec. Vice Chancellor	37%	44%	13%	6%
Finance/Administration	67%	28%	3%	1%
UCSF Health Staff	60%	34%	4%	1%
Campus Staff	55%	38%	6%	2%
Benioff Children's Hospital	42%	42%	11%	4%
BCH Oakland	32%	46%	15%	6%
BCH San Francisco	60%	34%	5%	0%
Fresno	60%	29%	9%	1%
VA	44%	46%	7%	3%
ZSFG	48%	42%	8%	2%
Women	54%	38%	6%	2%
Men	50%	40%	8%	3%
Trans/non-binary	53%	38%	3%	6%
LGBQ+	53%	37%	7%	3%
White	56%	36%	6%	2%
Asian	47%	44%	7%	2%
Hispanic	56%	34%	7%	3%
Black/AA	57%	31%	7%	4%
Native American	73%	21%	3%	3%
Pacific Islander	61%	35%	4%	0%
Multiracial	49%	40%	7%	4%
Age: <30	39%	46%	10%	4%
30-40	48%	42%	7%	2%
40-50	61%	32%	4%	2%
50-60	63%	30%	4%	2%
60+	59%	33%	6%	2%
Has disability	53%	37%	7%	3%
Has mentor	51%	39%	7%	3%

Importance of PRIDE values

Q9a-e. The elements of PRIDE as defined by UCSF include professionalism, respect, integrity, diversity, and excellence. How important is it to work in an environment that holds each of these values? [PERCENT ANSWERING "EXTREMELY" OR "VERY" IMPORTANT]

	Professionalism	Respect	Integrity	Diversity	Excellence
Total	94%	98%	97%	93%	95%
Faculty	96%	98%	99%	93%	96%
Non-faculty academics	93%	98%	97%	92%	95%
Recall	96%	94%	97%	88%	96%
Staff	96%	98%	97%	93%	95%
Learners	89%	97%	97%	94%	93%
School of Medicine	93%	98%	98%	93%	95%
School of Dentistry	95%	95%	95%	90%	93%
School of Nursing	92%	98%	99%	96%	96%
School of Pharmacy	94%	96%	96%	94%	94%
Exec. Vice Chancellor	88%	99%	98%	94%	92%
Finance/Administration	94%	97%	97%	92%	93%
UCSF Health Staff	97%	98%	97%	94%	95%
Campus Staff	94%	98%	98%	93%	94%
Benioff Children's Hospital	95%	96%	96%	92%	94%
BCH Oakland	95%	96%	96%	92%	94%
BCH San Francisco	98%	99%	99%	95%	95%
Fresno	98%	99%	98%	90%	96%
VA	94%	96%	98%	89%	96%
ZSFG	93%	98%	98%	96%	95%
Women	96%	99%	98%	96%	96%
Men	94%	97%	97%	91%	95%
Trans/non-binary	79%	97%	98%	93%	87%
LGBQ+	89%	98%	97%	95%	93%
White	94%	98%	98%	94%	95%
Asian	96%	98%	98%	94%	96%
Hispanic	95%	99%	98%	95%	95%
Black/AA	95%	97%	97%	95%	94%
Native American	88%	92%	91%	96%	84%
Pacific Islander	97%	98%	98%	93%	97%
Multiracial	92%	98%	98%	93%	94%
Age: <30	90%	98%	98%	95%	94%
30-40	95%	98%	98%	93%	95%
40-50	96%	98%	97%	93%	95%
50-60	97%	97%	97%	93%	95%
60+	97%	97%	96%	92%	94%
Has disability	91%	98%	98%	93%	93%
Has mentor	95%	99%	99%	95%	96%

Embodying PRIDE values

Q10a-e. And how well do you think UCSF is doing at creating a climate that embodies each of the PRIDE values? [PERCENT ANSWERING "EXTREMELY" OR "VERY" WELL]

	Professionalism	Respect	Integrity	Diversity	Excellence
Total	73%	67%	71%	65%	76%
Faculty	77%	65%	71%	58%	79%
Non-faculty academics	80%	73%	74%	63%	84%
Recall	82%	69%	77%	62%	84%
Staff	71%	65%	69%	66%	72%
Learners	81%	76%	78%	64%	84%
School of Medicine	80%	73%	76%	64%	83%
School of Dentistry	55%	51%	51%	57%	51%
School of Nursing	76%	65%	68%	54%	75%
School of Pharmacy	83%	78%	80%	70%	84%
Exec. Vice Chancellor	77%	69%	72%	57%	83%
Finance/Admin	70%	66%	69%	68%	71%
UCSF Health Staff	68%	62%	67%	67%	69%
Campus Staff	75%	69%	72%	65%	77%
Benioff Children's Hospital	58%	51%	57%	57%	61%
BCH Oakland	53%	46%	50%	56%	55%
BCH San Francisco	67%	58%	67%	57%	73%
Fresno	87%	80%	86%	78%	87%
VA	83%	74%	84%	66%	83%
ZSFG	79%	72%	74%	60%	81%
Women	74%	67%	71%	63%	76%
Men	77%	72%	74%	71%	78%
Trans/non-binary	61%	46%	54%	36%	67%
LGBQ+	72%	61%	67%	56%	75%
White	75%	67%	72%	65%	78%
Asian	78%	73%	76%	73%	79%
Hispanic	73%	67%	69%	61%	74%
Black/AA	64%	57%	59%	41%	65%
Native American	58%	50%	55%	51%	58%
Pacific Islander	70%	68%	69%	68%	75%
Multiracial	72%	62%	69%	60%	75%
Age: <30	82%	77%	79%	67%	84%
30-40	73%	67%	71%	65%	75%
40-50	70%	63%	66%	64%	71%
50-60	71%	62%	67%	63%	72%
60+	71%	63%	68%	65%	73%
Has disability	66%	54%	61%	53%	69%
Has mentor	82%	75%	79%	67%	84%

Feelings of Respect from Faculty

Q11a. Please indicate how much you agree with the following: I feel respected by faculty

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	68%	21%	10%	23%	3%
Faculty	76%	14%	9%	27%	2%
Non-faculty academics	72%	17%	9%	24%	1%
Recall	81%	9%	6%	36%	0%
Staff	63%	25%	11%	20%	3%
Learners	79%	12%	8%	31%	2%
School of Medicine	75%	15%	9%	27%	2%
School of Dentistry	62%	21%	17%	22%	4%
School of Nursing	78%	13%	9%	23%	2%
School of Pharmacy	78%	14%	6%	34%	2%
Exec. Vice Chancellor	70%	18%	11%	25%	3%
Finance/Admin	53%	34%	10%	18%	3%
UCSF Health Staff	62%	25%	12%	19%	3%
Campus Staff	64%	23%	11%	21%	3%
Benioff Children's Hospital	56%	28%	14%	14%	4%
BCH Oakland	51%	31%	15%	13%	4%
BCH San Francisco	66%	21%	12%	16%	3%
Fresno	75%	16%	8%	33%	1%
VA	72%	16%	9%	26%	2%
ZSFG	71%	18%	10%	25%	1%
Women	68%	21%	11%	21%	3%
Men	72%	19%	9%	29%	2%
Trans/non-binary	48%	29%	22%	14%	9%
LGBQ+	64%	22%	14%	20%	3%
White	68%	20%	11%	24%	3%
Asian	72%	21%	7%	24%	2%
Hispanic	69%	20%	10%	25%	3%
Black/AA	61%	22%	17%	19%	6%
Native American	49%	36%	12%	27%	12%
Pacific Islander	68%	18%	11%	30%	2%
Multiracial	65%	23%	12%	19%	3%
Age: <30	77%	14%	7%	28%	2%
30-40	68%	20%	11%	23%	3%
40-50	64%	23%	12%	21%	3%
50-60	63%	25%	10%	20%	3%
60+	63%	25%	10%	23%	2%
Has disability	56%	26%	17%	17%	5%
Has mentor	78%	14%	7%	30%	1%

Feelings of Respect from Students/Trainees

Q11b. Please indicate how much you agree with the following: I feel respected by students/trainees

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	74%	20%	4%	29%	1%
Faculty	82%	11%	6%	37%	1%
Non-faculty academics	79%	16%	2%	25%	0%
Recall	81%	12%	1%	47%	0%
Staff	68%	25%	4%	25%	1%
Learners	87%	9%	3%	38%	0%
School of Medicine	79%	16%	3%	33%	1%
School of Dentistry	74%	17%	7%	29%	1%
School of Nursing	76%	18%	5%	26%	1%
School of Pharmacy	82%	11%	4%	35%	0%
Exec. Vice Chancellor	79%	18%	3%	34%	1%
Finance/Admin	51%	40%	5%	18%	1%
UCSF Health Staff	71%	22%	5%	25%	2%
Campus Staff	64%	30%	3%	24%	1%
Benioff Children's Hospital	72%	21%	4%	24%	2%
BCH Oakland	69%	23%	5%	22%	2%
BCH San Francisco	78%	17%	4%	28%	1%
Fresno	80%	18%	1%	36%	0%
VA	74%	17%	8%	35%	3%
ZSFG	75%	19%	4%	30%	0%
Women	75%	20%	4%	28%	1%
Men	76%	19%	4%	34%	1%
Trans/non-binary	65%	27%	7%	22%	2%
LGBQ+	73%	21%	5%	29%	1%
White	76%	19%	4%	32%	1%
Asian	76%	20%	4%	28%	1%
Hispanic	74%	21%	4%	30%	1%
Black/AA	64%	26%	7%	23%	3%
Native American	67%	22%	8%	30%	0%
Pacific Islander	73%	21%	5%	33%	1%
Multiracial	71%	22%	6%	29%	1%
Age: <30	82%	14%	3%	34%	1%
30-40	76%	18%	5%	29%	1%
40-50	70%	24%	5%	26%	1%
50-60	66%	26%	5%	24%	1%
60+	68%	24%	3%	28%	1%
Has disability	68%	24%	7%	24%	2%
Has mentor	82%	14%	3%	36%	1%

Feelings of Respect from Staff

Q11c. Please indicate how much you agree with the following: I feel respected by staff

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	78%	13%	8%	28%	2%
Faculty	83%	9%	7%	35%	2%
Non-faculty academics	82%	11%	5%	31%	1%
Recall	88%	5%	2%	48%	0%
Staff	76%	14%	9%	25%	2%
Learners	81%	13%	6%	31%	1%
School of Medicine	82%	11%	6%	32%	1%
School of Dentistry	70%	19%	11%	23%	4%
School of Nursing	82%	12%	6%	24%	2%
School of Pharmacy	86%	8%	4%	37%	1%
Exec. Vice Chancellor	82%	12%	6%	33%	1%
Finance/Admin	73%	16%	9%	25%	1%
UCSF Health Staff	74%	15%	10%	24%	3%
Campus Staff	79%	13%	6%	27%	1%
Benioff Children's Hospital	68%	17%	14%	20%	3%
BCH Oakland	65%	19%	14%	18%	4%
BCH San Francisco	72%	14%	13%	21%	2%
Fresno	89%	6%	5%	36%	1%
VA	85%	8%	7%	42%	1%
ZSFG	82%	12%	6%	32%	1%
Women	78%	13%	8%	26%	2%
Men	82%	11%	6%	33%	2%
Trans/non-binary	63%	20%	17%	19%	5%
LGBQ+	76%	14%	9%	26%	3%
White	81%	11%	7%	30%	2%
Asian	81%	14%	6%	26%	2%
Hispanic	76%	14%	9%	30%	2%
Black/AA	70%	16%	13%	23%	5%
Native American	67%	19%	10%	30%	0%
Pacific Islander	77%	14%	10%	29%	2%
Multiracial	77%	14%	9%	26%	3%
Age: <30	83%	11%	5%	31%	1%
30-40	77%	14%	8%	26%	2%
40-50	76%	14%	9%	26%	3%
50-60	76%	14%	9%	27%	3%
60+	79%	13%	7%	29%	2%
Has disability	69%	18%	13%	21%	3%
Has mentor	85%	10%	5%	35%	1%

Feelings of Respect from Leadership

Q11d. Please indicate how much you agree with the following: I feel respected by university leadership

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	55%	26%	18%	18%	7%
Faculty	51%	26%	23%	16%	8%
Non-faculty academics	52%	32%	14%	14%	3%
Recall	51%	21%	24%	24%	6%
Staff	55%	26%	18%	18%	7%
Learners	57%	27%	15%	20%	6%
School of Medicine	55%	28%	16%	18%	5%
School of Dentistry	40%	27%	32%	14%	14%
School of Nursing	50%	30%	20%	13%	6%
School of Pharmacy	65%	22%	11%	23%	4%
Exec. Vice Chancellor	54%	27%	20%	20%	6%
Finance/Admin	64%	22%	14%	22%	4%
UCSF Health Staff	54%	25%	20%	17%	9%
Campus Staff	57%	27%	15%	19%	5%
Benioff Children's Hospital	43%	28%	27%	14%	12%
BCH Oakland	35%	30%	34%	11%	15%
BCH San Francisco	55%	24%	20%	17%	8%
Fresno	62%	23%	14%	27%	2%
VA	61%	23%	15%	17%	6%
ZSFG	53%	30%	16%	16%	4%
Women	55%	26%	18%	17%	6%
Men	58%	24%	16%	22%	6%
Trans/non-binary	36%	27%	36%	10%	15%
LGBQ+	49%	27%	23%	15%	9%
White	53%	26%	20%	18%	7%
Asian	60%	26%	13%	18%	5%
Hispanic	55%	27%	17%	21%	7%
Black/AA	53%	25%	21%	17%	11%
Native American	59%	16%	21%	26%	12%
Pacific Islander	65%	21%	13%	22%	5%
Multiracial	51%	27%	21%	16%	8%
Age: <30	60%	25%	14%	21%	4%
30-40	54%	27%	19%	17%	7%
40-50	52%	27%	20%	17%	8%
50-60	54%	25%	20%	17%	8%
60+	54%	25%	18%	18%	7%
Has disability	40%	30%	29%	12%	12%
Has mentor	62%	24%	13%	23%	4%

Open Discussion of Difficult Topics

Q11e. Please indicate how much you agree with the following: The UCSF climate encourages free and open discussion of difficult topics

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	59%	22%	19%	19%	6%
Faculty	55%	22%	23%	17%	8%
Non-faculty academics	65%	20%	13%	19%	3%
Recall	66%	16%	15%	25%	2%
Staff	57%	23%	19%	18%	7%
Learners	66%	19%	15%	23%	4%
School of Medicine	62%	21%	16%	20%	5%
School of Dentistry	45%	21%	33%	12%	14%
School of Nursing	60%	16%	24%	17%	8%
School of Pharmacy	68%	18%	11%	28%	4%
Exec. Vice Chancellor	59%	20%	20%	20%	7%
Finance/Admin	61%	20%	17%	18%	5%
UCSF Health Staff	55%	23%	20%	18%	8%
Campus Staff	59%	22%	18%	18%	6%
Benioff Children's Hospital	47%	26%	25%	13%	9%
BCH Oakland	42%	28%	28%	11%	11%
BCH San Francisco	56%	22%	22%	16%	6%
Fresno	70%	19%	11%	24%	1%
VA	60%	24%	16%	11%	4%
ZSFG	58%	25%	17%	19%	4%
Women	58%	23%	18%	18%	6%
Men	64%	19%	17%	22%	6%
Trans/non-binary	37%	22%	40%	10%	13%
LGBQ+	52%	24%	24%	15%	7%
White	59%	21%	20%	19%	6%
Asian	65%	22%	12%	20%	4%
Hispanic	57%	22%	20%	21%	7%
Black/AA	50%	22%	27%	14%	12%
Native American	53%	18%	26%	25%	14%
Pacific Islander	63%	19%	18%	24%	6%
Multiracial	54%	24%	22%	15%	8%
Age: <30	66%	20%	14%	22%	4%
30-40	58%	23%	18%	19%	6%
40-50	56%	21%	22%	17%	9%
50-60	55%	22%	21%	17%	8%
60+	55%	23%	21%	18%	7%
Has disability	45%	24%	30%	13%	10%
Has mentor	67%	19%	14%	23%	4%

Feelings of Connection to UCSF

Q11f. Please indicate how much you agree with the following: I feel connected to UCSF

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	62%	23%	15%	20%	5%
Faculty	62%	21%	16%	20%	4%
Non-faculty academics	62%	22%	15%	19%	3%
Recall	72%	14%	10%	35%	1%
Staff	61%	24%	14%	19%	5%
Learners	63%	20%	16%	20%	5%
School of Medicine	63%	22%	14%	20%	3%
School of Dentistry	48%	26%	24%	15%	11%
School of Nursing	54%	25%	20%	14%	9%
School of Pharmacy	63%	20%	15%	22%	4%
Exec. Vice Chancellor	61%	21%	18%	19%	6%
Finance/Admin	67%	21%	10%	23%	3%
UCSF Health Staff	61%	24%	15%	19%	5%
Campus Staff	61%	24%	13%	19%	4%
Benioff Children's Hospital	48%	26%	25%	13%	10%
BCH Oakland	39%	28%	31%	10%	14%
BCH San Francisco	61%	23%	16%	17%	5%
Fresno	64%	25%	10%	24%	3%
VA	70%	15%	14%	26%	4%
ZSFG	60%	25%	14%	18%	3%
Women	62%	23%	15%	19%	4%
Men	65%	21%	13%	23%	4%
Trans/non-binary	38%	29%	32%	12%	11%
LGBQ+	57%	22%	20%	18%	7%
White	64%	20%	16%	21%	5%
Asian	65%	24%	10%	19%	3%
Hispanic	59%	25%	15%	21%	5%
Black/AA	55%	22%	23%	17%	10%
Native American	56%	18%	22%	30%	0%
Pacific Islander	69%	18%	12%	24%	1%
Multiracial	56%	26%	17%	18%	6%
Age: <30	61%	24%	15%	19%	4%
30-40	59%	24%	16%	18%	5%
40-50	61%	23%	15%	20%	5%
50-60	64%	21%	13%	22%	5%
60+	67%	19%	11%	24%	4%
Has disability	49%	25%	25%	14%	9%
Has mentor	70%	18%	11%	24%	3%

Feelings of Acceptance

Q11g. Please indicate how much you agree with the following: I feel accepted at UCSF

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	75%	16%	9%	26%	3%
Faculty	72%	16%	11%	26%	3%
Non-faculty academics	78%	14%	7%	25%	1%
Recall	77%	10%	9%	33%	1%
Staff	74%	16%	9%	26%	3%
Learners	78%	13%	8%	29%	2%
School of Medicine	77%	14%	7%	29%	2%
School of Dentistry	61%	21%	17%	19%	6%
School of Nursing	74%	15%	10%	17%	4%
School of Pharmacy	79%	12%	6%	29%	2%
Exec. Vice Chancellor	76%	14%	10%	28%	3%
Finance/Admin	77%	14%	8%	29%	2%
UCSF Health Staff	73%	17%	10%	25%	3%
Campus Staff	76%	15%	7%	27%	2%
Benioff Children's Hospital	63%	21%	14%	18%	5%
BCH Oakland	58%	23%	17%	15%	7%
BCH San Francisco	72%	19%	9%	21%	2%
Fresno	84%	10%	6%	33%	1%
VA	81%	13%	6%	27%	4%
ZSFG	74%	17%	8%	27%	1%
Women	75%	16%	8%	24%	2%
Men	79%	13%	7%	33%	2%
Trans/non-binary	53%	20%	26%	16%	7%
LGBQ+	71%	16%	12%	25%	3%
White	78%	13%	8%	29%	2%
Asian	79%	15%	5%	27%	1%
Hispanic	72%	18%	10%	27%	3%
Black/AA	63%	17%	19%	20%	7%
Native American	72%	16%	12%	29%	0%
Pacific Islander	77%	12%	9%	28%	3%
Multiracial	72%	17%	11%	24%	2%
Age: <30	80%	13%	6%	29%	1%
30-40	74%	16%	9%	25%	2%
40-50	73%	16%	10%	25%	3%
50-60	72%	16%	11%	26%	4%
60+	74%	15%	10%	27%	4%
Has disability	63%	21%	15%	19%	5%
Has mentor	83%	11%	6%	33%	1%

Perception of Being Listened to in Meetings

Q11h. Please indicate how much you agree with the following: When in meetings, people listen to what I have to say

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	71%	18%	10%	23%	3%
Faculty	73%	15%	11%	25%	3%
Non-faculty academics	81%	13%	5%	25%	1%
Recall	80%	13%	3%	34%	0%
Staff	69%	19%	11%	22%	4%
Learners	78%	15%	6%	26%	1%
School of Medicine	76%	15%	7%	27%	1%
School of Dentistry	59%	24%	17%	16%	6%
School of Nursing	75%	15%	9%	18%	1%
School of Pharmacy	77%	15%	6%	28%	1%
Exec. Vice Chancellor	76%	16%	7%	26%	2%
Finance/Admin	73%	16%	10%	27%	2%
UCSF Health Staff	66%	21%	12%	20%	4%
Campus Staff	73%	17%	9%	25%	2%
Benioff Children's Hospital	61%	23%	14%	15%	5%
BCH Oakland	59%	23%	17%	14%	6%
BCH San Francisco	66%	23%	10%	18%	4%
Fresno	74%	18%	6%	30%	3%
VA	79%	11%	10%	28%	1%
ZSFG	77%	14%	8%	26%	2%
Women	71%	19%	10%	21%	3%
Men	77%	14%	8%	28%	2%
Trans/non-binary	59%	24%	17%	18%	5%
LGBQ+	69%	18%	12%	22%	4%
White	75%	15%	10%	26%	2%
Asian	74%	19%	8%	22%	2%
Hispanic	69%	19%	11%	24%	3%
Black/AA	66%	20%	13%	20%	6%
Native American	62%	17%	17%	39%	11%
Pacific Islander	66%	19%	13%	27%	4%
Multiracial	68%	19%	13%	19%	5%
Age: <30	77%	16%	6%	27%	1%
30-40	72%	18%	10%	23%	3%
40-50	70%	18%	11%	21%	4%
50-60	68%	19%	12%	21%	4%
60+	68%	19%	11%	21%	4%
Has disability	60%	23%	16%	17%	5%
Has mentor	81%	12%	6%	30%	1%

Perception of Representation in UCSF Leadership

Q11i. Please indicate how much you agree with the following: The leadership at UCSF represents me and my background

	Strongly agree/agree	Neutral	Strongly disagree/somewhat disagree	Strongly agree	Strongly disagree
Total	49%	25%	25%	16%	10%
Faculty	42%	24%	34%	14%	13%
Non-faculty academics	46%	31%	23%	14%	7%
Recall	54%	16%	25%	21%	7%
Staff	49%	25%	24%	16%	10%
Learners	51%	23%	25%	17%	9%
School of Medicine	47%	26%	26%	16%	9%
School of Dentistry	35%	26%	38%	11%	19%
School of Nursing	44%	26%	30%	11%	13%
School of Pharmacy	55%	24%	18%	19%	4%
Exec. Vice Chancellor	47%	24%	28%	17%	13%
Finance/Admin	54%	23%	22%	18%	7%
UCSF Health Staff	51%	24%	24%	16%	11%
Campus Staff	47%	28%	24%	15%	9%
Benioff Children's Hospital	43%	25%	31%	11%	14%
BCH Oakland	36%	27%	35%	9%	16%
BCH San Francisco	53%	19%	26%	15%	12%
Fresno	53%	25%	21%	22%	9%
VA	49%	24%	25%	10%	8%
ZSFG	45%	29%	25%	15%	10%
Women	49%	25%	26%	15%	10%
Men	54%	24%	22%	20%	9%
Trans/non-binary	26%	23%	50%	8%	26%
LGBQ+	42%	22%	35%	13%	15%
White	56%	24%	20%	18%	6%
Asian	52%	26%	22%	16%	8%
Hispanic	42%	25%	33%	16%	16%
Black/AA	33%	22%	44%	10%	25%
Native American	49%	8%	40%	23%	20%
Pacific Islander	50%	28%	21%	20%	5%
Multiracial	40%	27%	32%	11%	14%
Age: <30	52%	23%	24%	18%	9%
30-40	48%	24%	27%	15%	10%
40-50	46%	26%	27%	15%	11%
50-60	48%	27%	24%	15%	10%
60+	50%	26%	22%	16%	9%
Has disability	36%	25%	39%	10%	17%
Has mentor	55%	23%	22%	20%	8%

Providing Resources/Accommodations for Persons with Disabilities

Q12a. Rate how effective you believe UCSF is in each of the following areas: Providing appropriate resources or accommodations for persons with disabilities

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	52%	19%	7%	22%
Faculty	45%	17%	7%	30%
Non-faculty academics	42%	15%	6%	36%
Recall	53%	12%	5%	26%
Staff	55%	21%	6%	17%
Learners	44%	15%	7%	33%
School of Medicine	45%	17%	6%	30%
School of Dentistry	45%	26%	6%	21%
School of Nursing	50%	17%	8%	25%
School of Pharmacy	54%	12%	3%	28%
Exec. Vice Chancellor	42%	17%	10%	30%
Finance/Admin	61%	17%	4%	15%
UCSF Health Staff	58%	21%	7%	13%
Campus Staff	49%	20%	5%	24%
Benioff Children's Hospital	53%	24%	9%	12%
BCH Oakland	52%	24%	9%	13%
BCH San Francisco	55%	23%	9%	13%
Fresno	57%	18%	3%	20%
VA	56%	14%	10%	19%
ZSFG	47%	18%	7%	27%
Women	50%	20%	7%	22%
Men	58%	16%	4%	21%
Trans/non-binary	28%	20%	25%	26%
LGBQ+	43%	19%	11%	26%
White	48%	17%	7%	27%
Asian	58%	19%	5%	18%
Hispanic	54%	19%	8%	19%
Black/AA	51%	20%	9%	19%
Native American	60%	26%	4%	11%
Pacific Islander	64%	21%	7%	7%
Multiracial	44%	21%	8%	27%
Age: <30	48%	16%	6%	29%
30-40	50%	18%	7%	24%
40-50	53%	21%	7%	19%
50-60	56%	21%	6%	16%
60+	58%	19%	5%	16%
Has disability	39%	24%	17%	19%
Has mentor	53%	15%	6%	25%

Preventing Gender Discrimination

Q12b. Rate how effective you believe UCSF is in each of the following areas:

Promoting a climate that is free of gender discrimination

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	65%	20%	8%	5%
Faculty	59%	21%	16%	4%
Non-faculty academics	63%	20%	10%	5%
Recall	65%	21%	6%	4%
Staff	66%	21%	7%	5%
Learners	66%	18%	8%	6%
School of Medicine	63%	20%	10%	6%
School of Dentistry	58%	24%	10%	5%
School of Nursing	62%	21%	9%	7%
School of Pharmacy	73%	14%	5%	5%
Exec. Vice Chancellor	59%	21%	13%	6%
Finance/Admin	67%	20%	7%	4%
UCSF Health Staff	69%	20%	7%	4%
Campus Staff	62%	22%	8%	6%
Benioff Children's Hospital	63%	24%	8%	4%
BCH Oakland	60%	26%	7%	5%
BCH San Francisco	65%	22%	9%	3%
Fresno	75%	16%	1%	6%
VA	68%	19%	8%	4%
ZSFG	63%	22%	10%	4%
Women	65%	21%	9%	4%
Men	71%	17%	6%	6%
Trans/non-binary	40%	28%	26%	5%
LGBQ+	58%	22%	13%	5%
White	66%	19%	10%	5%
Asian	71%	19%	5%	4%
Hispanic	64%	21%	9%	5%
Black/AA	60%	22%	10%	6%
Native American	69%	26%	2%	0%
Pacific Islander	72%	22%	2%	4%
Multiracial	61%	22%	10%	6%
Age: <30	68%	18%	7%	6%
30-40	65%	20%	9%	4%
40-50	65%	22%	8%	4%
50-60	64%	22%	8%	4%
60+	65%	20%	8%	5%
Has disability	54%	25%	14%	6%
Has mentor	69%	18%	8%	4%

Preventing Racial/Ethnic Discrimination

Q12c. Rate how effective you believe UCSF is in each of the following areas: Promoting a climate that is free of racial or ethnic discrimination

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	62%	21%	12%	4%
Faculty	57%	23%	15%	4%
Non-faculty academics	60%	20%	9%	9%
Recall	62%	21%	7%	6%
Staff	62%	21%	11%	4%
Learners	62%	20%	12%	5%
School of Medicine	61%	21%	11%	5%
School of Dentistry	57%	23%	12%	5%
School of Nursing	58%	21%	15%	5%
School of Pharmacy	69%	17%	6%	5%
Exec. Vice Chancellor	53%	22%	16%	8%
Finance/Admin	65%	20%	10%	4%
UCSF Health Staff	63%	21%	12%	3%
Campus Staff	61%	22%	10%	5%
Benioff Children's Hospital	55%	23%	18%	3%
BCH Oakland	54%	23%	17%	4%
BCH San Francisco	55%	23%	19%	1%
Fresno	81%	12%	3%	4%
VA	65%	22%	8%	2%
ZSFG	58%	23%	14%	4%
Women	61%	22%	12%	4%
Men	68%	18%	9%	4%
Trans/non-binary	33%	26%	33%	8%
LGBQ+	52%	24%	18%	6%
White	62%	21%	10%	7%
Asian	68%	20%	8%	3%
Hispanic	61%	21%	14%	3%
Black/AA	45%	21%	30%	3%
Native American	60%	13%	17%	6%
Pacific Islander	70%	18%	8%	3%
Multiracial	57%	23%	16%	4%
Age: <30	64%	19%	9%	6%
30-40	62%	21%	12%	4%
40-50	60%	22%	12%	4%
50-60	60%	22%	13%	3%
60+	61%	22%	11%	4%
Has disability	48%	25%	21%	5%
Has mentor	66%	19%	10%	4%

Preventing Discrimination based on Sexual Orientation

Q12d. Rate how effective you believe UCSF is in each of the following areas: Promoting a climate that is free of discrimination based on sexual orientation

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	73%	16%	4%	6%
Faculty	75%	14%	3%	7%
Non-faculty academics	68%	16%	3%	11%
Recall	75%	14%	2%	5%
Staff	72%	17%	4%	6%
Learners	75%	12%	3%	9%
School of Medicine	73%	14%	3%	8%
School of Dentistry	61%	24%	6%	8%
School of Nursing	72%	15%	5%	7%
School of Pharmacy	76%	12%	1%	7%
Exec. Vice Chancellor	68%	16%	5%	10%
Finance/Admin	71%	17%	5%	5%
UCSF Health Staff	73%	17%	4%	4%
Campus Staff	69%	17%	4%	8%
Benioff Children's Hospital	68%	20%	6%	5%
BCH Oakland	67%	21%	5%	6%
BCH San Francisco	70%	20%	7%	2%
Fresno	83%	10%	1%	5%
VA	81%	10%	3%	4%
ZSFG	73%	15%	3%	7%
Women	72%	17%	4%	7%
Men	77%	13%	3%	6%
Trans/non-binary	56%	25%	14%	5%
LGBQ+	71%	17%	7%	4%
White	76%	13%	3%	7%
Asian	74%	17%	3%	5%
Hispanic	71%	17%	5%	6%
Black/AA	63%	19%	7%	9%
Native American	65%	25%	2%	3%
Pacific Islander	73%	20%	3%	4%
Multiracial	71%	16%	5%	8%
Age: <30	74%	14%	3%	8%
30-40	73%	16%	4%	6%
40-50	73%	17%	4%	6%
50-60	71%	18%	4%	6%
60+	71%	17%	4%	6%
Has disability	65%	20%	7%	8%
Has mentor	78%	13%	3%	6%

Preventing Discrimination based on Gender Identity/Expression

Q12e. Rate how effective you believe UCSF is in each of the following areas: Promoting a climate that is free of discrimination based on gender identity and expression

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	69%	18%	6%	6%
Faculty	69%	16%	7%	7%
Non-faculty academics	65%	17%	5%	11%
Recall	67%	20%	2%	8%
Staff	68%	19%	6%	6%
Learners	70%	15%	6%	7%
School of Medicine	68%	17%	6%	8%
School of Dentistry	59%	24%	8%	7%
School of Nursing	66%	19%	7%	7%
School of Pharmacy	75%	12%	3%	8%
Exec. Vice Chancellor	62%	18%	10%	9%
Finance/Admin	69%	18%	6%	4%
UCSF Health Staff	70%	18%	6%	5%
Campus Staff	65%	19%	6%	8%
Benioff Children's Hospital	64%	21%	8%	6%
BCH Oakland	62%	23%	7%	6%
BCH San Francisco	66%	18%	9%	6%
Fresno	84%	10%	1%	3%
VA	70%	21%	2%	3%
ZSFG	68%	18%	7%	7%
Women	68%	18%	6%	6%
Men	74%	16%	4%	6%
Trans/non-binary	41%	23%	30%	6%
LGBQ+	61%	20%	12%	7%
White	71%	15%	6%	7%
Asian	73%	18%	4%	5%
Hispanic	67%	19%	7%	6%
Black/AA	59%	21%	10%	8%
Native American	69%	28%	0%	0%
Pacific Islander	71%	23%	3%	2%
Multiracial	64%	20%	8%	7%
Age: <30	70%	15%	5%	8%
30-40	70%	17%	6%	6%
40-50	67%	19%	6%	6%
50-60	67%	20%	6%	6%
60+	67%	19%	6%	7%
Has disability	59%	21%	12%	8%
Has mentor	73%	15%	5%	6%

Process for Reporting Discrimination

Q12f. Rate how effective you believe UCSF is in each of the following areas: Providing a clear process for reporting charges of discrimination

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	53%	21%	12%	13%
Faculty	52%	20%	13%	15%
Non-faculty academics	49%	21%	9%	21%
Recall	60%	19%	4%	13%
Staff	54%	22%	12%	11%
Learners	50%	18%	13%	18%
School of Medicine	52%	19%	11%	16%
School of Dentistry	37%	29%	17%	14%
School of Nursing	45%	22%	14%	17%
School of Pharmacy	56%	17%	7%	17%
Exec. Vice Chancellor	42%	19%	19%	19%
Finance/Admin	59%	20%	11%	9%
UCSF Health Staff	56%	22%	12%	9%
Campus Staff	51%	21%	12%	15%
Benioff Children's Hospital	48%	25%	16%	9%
BCH Oakland	47%	26%	16%	10%
BCH San Francisco	50%	25%	16%	9%
Fresno	56%	19%	4%	19%
VA	60%	15%	9%	13%
ZSFG	55%	19%	12%	13%
Women	52%	21%	13%	13%
Men	60%	18%	8%	13%
Trans/non-binary	39%	22%	27%	12%
LGBQ+	47%	21%	17%	14%
White	54%	18%	11%	16%
Asian	58%	22%	9%	11%
Hispanic	52%	21%	14%	11%
Black/AA	47%	21%	21%	10%
Native American	49%	15%	20%	12%
Pacific Islander	60%	22%	10%	7%
Multiracial	47%	21%	15%	15%
Age: <30	51%	20%	11%	17%
30-40	52%	21%	13%	13%
40-50	54%	21%	13%	11%
50-60	55%	21%	12%	10%
60+	56%	21%	9%	13%
Has disability	41%	22%	21%	15%
Has mentor	57%	18%	10%	14%

Process for Reporting Misconduct

Q12g. Rate how effective you believe UCSF is in each of the following areas: Providing a clear process for reporting charges of misconduct

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	56%	20%	14%	9%
Faculty	56%	20%	14%	9%
Non-faculty academics	49%	20%	11%	18%
Recall	68%	18%	3%	7%
Staff	56%	21%	14%	7%
Learners	55%	16%	13%	14%
School of Medicine	55%	19%	12%	13%
School of Dentistry	41%	27%	19%	10%
School of Nursing	48%	20%	16%	15%
School of Pharmacy	60%	16%	9%	12%
Exec. Vice Chancellor	46%	18%	19%	15%
Finance/Admin	59%	19%	15%	6%
UCSF Health Staff	59%	21%	15%	5%
Campus Staff	52%	21%	13%	11%
Benioff Children's Hospital	51%	23%	21%	5%
BCH Oakland	48%	24%	19%	6%
BCH San Francisco	55%	21%	21%	3%
Fresno	56%	21%	6%	16%
VA	63%	19%	8%	10%
ZSFG	58%	21%	10%	10%
Women	55%	20%	15%	9%
Men	62%	18%	10%	9%
Trans/non-binary	42%	20%	27%	9%
LGBQ+	51%	20%	18%	10%
White	57%	18%	14%	10%
Asian	60%	21%	11%	8%
Hispanic	53%	20%	16%	9%
Black/AA	51%	19%	19%	9%
Native American	58%	23%	12%	3%
Pacific Islander	56%	23%	15%	5%
Multiracial	52%	21%	16%	11%
Age: <30	55%	18%	12%	14%
30-40	55%	20%	15%	9%
40-50	55%	21%	15%	7%
50-60	57%	22%	14%	6%
60+	60%	20%	11%	7%
Has disability	43%	22%	23%	11%
Has mentor	61%	17%	11%	10%

Support for Childbearing/Rearing Leave

Q12h. Rate how effective you believe UCSF is in each of the following areas: Providing support for childbearing/rearing leave

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	42%	20%	13%	23%
Faculty	44%	20%	18%	17%
Non-faculty academics	33%	16%	18%	31%
Recall	42%	19%	5%	29%
Staff	46%	22%	11%	19%
Learners	29%	15%	17%	38%
School of Medicine	37%	19%	15%	28%
School of Dentistry	31%	25%	15%	27%
School of Nursing	27%	21%	13%	39%
School of Pharmacy	41%	13%	8%	35%
Exec. Vice Chancellor	31%	18%	13%	38%
Finance/Admin	54%	21%	6%	17%
UCSF Health Staff	49%	22%	13%	15%
Campus Staff	41%	21%	10%	27%
Benioff Children's Hospital	47%	23%	15%	13%
BCH Oakland	47%	25%	13%	13%
BCH San Francisco	45%	20%	18%	15%
Fresno	53%	15%	5%	24%
VA	42%	19%	19%	16%
ZSFG	41%	21%	13%	25%
Women	41%	21%	15%	22%
Men	46%	19%	10%	25%
Trans/non-binary	29%	16%	20%	33%
LGBQ+	35%	19%	13%	33%
White	39%	19%	16%	25%
Asian	48%	20%	11%	20%
Hispanic	41%	21%	14%	24%
Black/AA	43%	23%	8%	24%
Native American	39%	27%	3%	27%
Pacific Islander	60%	21%	6%	11%
Multiracial	34%	23%	14%	29%
Age: <30	34%	17%	9%	39%
30-40	38%	20%	21%	20%
40-50	46%	22%	14%	18%
50-60	50%	23%	7%	19%
60+	52%	21%	5%	20%
Has disability	30%	21%	20%	28%
Has mentor	42%	18%	14%	25%

Support for Those with Caregiving Responsibilities

Q12i. Rate how effective you believe UCSF is in each of the following areas: Providing support for those with caregiving responsibilities

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't Know
Total	44%	22%	14%	19%
Faculty	35%	25%	25%	15%
Non-faculty academics	36%	19%	14%	30%
Recall	36%	18%	13%	29%
Staff	48%	23%	12%	15%
Learners	34%	16%	15%	34%
School of Medicine	38%	21%	15%	25%
School of Dentistry	31%	25%	18%	24%
School of Nursing	34%	20%	18%	27%
School of Pharmacy	44%	15%	9%	30%
Exec. Vice Chancellor	33%	18%	13%	35%
Finance/Admin	52%	23%	7%	16%
UCSF Health Staff	51%	24%	14%	10%
Campus Staff	43%	23%	10%	23%
Benioff Children's Hospital	44%	26%	20%	9%
BCH Oakland	41%	27%	21%	10%
BCH San Francisco	48%	23%	20%	9%
Fresno	52%	18%	7%	22%
VA	36%	23%	24%	15%
ZSFG	41%	23%	14%	22%
Women	43%	23%	16%	18%
Men	49%	20%	11%	21%
Trans/non-binary	27%	18%	23%	32%
LGBQ+	36%	20%	17%	27%
White	40%	20%	17%	21%
Asian	51%	22%	11%	16%
Hispanic	45%	22%	14%	19%
Black/AA	42%	24%	14%	18%
Native American	31%	33%	13%	20%
Pacific Islander	61%	23%	7%	8%
Multiracial	35%	23%	17%	25%
Age: <30	39%	18%	9%	33%
30-40	42%	21%	18%	18%
40-50	46%	23%	17%	13%
50-60	48%	26%	11%	13%
60+	48%	23%	10%	16%
Has disability	31%	24%	22%	23%
Has mentor	45%	19%	14%	22%

Incorporating Issues of Diversity into the Curriculum

Q12j. Rate how effective you believe UCSF is in each of the following areas:

Incorporating issues of diversity and cross-cultural competence into the curriculum

	Very effective /effective	Neutral	Very ineffective /ineffective	Don't know
Total	59%	20%	8%	11%
Faculty	65%	17%	8%	9%
Non-faculty academics	50%	17%	6%	26%
Recall	55%	17%	3%	21%
Staff	58%	21%	8%	11%
Learners	64%	18%	10%	7%
School of Medicine	60%	17%	7%	14%
School of Dentistry	47%	30%	11%	10%
School of Nursing	56%	23%	13%	7%
School of Pharmacy	63%	17%	6%	11%
Exec. Vice Chancellor	53%	23%	12%	12%
Finance/Admin	54%	21%	6%	17%
UCSF Health Staff	61%	22%	9%	7%
Campus Staff	51%	21%	7%	19%
Benioff Children's Hospital	58%	23%	13%	4%
BCH Oakland	57%	24%	12%	5%
BCH San Francisco	60%	22%	14%	3%
Fresno	63%	17%	2%	16%
VA	60%	28%	4%	5%
ZSFG	60%	19%	7%	13%
Women	59%	21%	9%	10%
Men	64%	18%	7%	11%
Trans/non-binary	39%	23%	24%	13%
LGBQ+	52%	22%	11%	14%
White	62%	16%	7%	14%
Asian	63%	21%	6%	9%
Hispanic	56%	23%	12%	8%
Black/AA	46%	23%	19%	9%
Native American	56%	20%	14%	0%
Pacific Islander	60%	26%	8%	7%
Multiracial	54%	20%	12%	13%
Age: <30	61%	19%	9%	10%
30-40	60%	20%	9%	10%
40-50	59%	20%	8%	11%
50-60	57%	22%	8%	12%
60+	57%	20%	7%	14%
Has disability	47%	25%	15%	13%
Has mentor	65%	17%	7%	10%

Climate for Women

Q13a. How would you describe the climate overall for each of the following groups at UCSF in general: Women

	Very good/good	Neutral	Very poor/poor	Don't know
Total	66%	18%	6%	8%
Faculty	61%	20%	12%	6%
Non-faculty academics	64%	18%	8%	8%
Recall	64%	19%	7%	6%
Staff	66%	19%	6%	7%
Learners	69%	15%	5%	10%
School of Medicine	66%	17%	7%	9%
School of Dentistry	57%	27%	8%	6%
School of Nursing	63%	18%	9%	9%
School of Pharmacy	72%	15%	3%	9%
Exec. Vice Chancellor	61%	20%	9%	10%
Finance/Admin	66%	17%	6%	9%
UCSF Health Staff	67%	19%	6%	6%
Campus Staff	64%	20%	6%	9%
Benioff Children's Hospital	64%	22%	7%	5%
BCH Oakland	60%	24%	8%	6%
BCH San Francisco	70%	21%	6%	2%
Fresno	70%	16%	2%	9%
VA	71%	15%	8%	4%
ZSFG	65%	20%	6%	8%
Women	67%	20%	8%	4%
Men	69%	13%	3%	14%
Trans/non-binary	52%	24%	14%	9%
LGBQ+	64%	18%	8%	8%
White	68%	16%	7%	7%
Asian	69%	19%	5%	7%
Hispanic	63%	20%	7%	8%
Black/AA	59%	24%	8%	8%
Native American	62%	27%	3%	8%
Pacific Islander	69%	21%	5%	5%
Multiracial	66%	17%	8%	9%
Age: <30	70%	15%	4%	9%
30-40	65%	18%	7%	8%
40-50	65%	20%	7%	7%
50-60	64%	20%	7%	7%
60+	66%	19%	6%	7%
Has disability	57%	23%	11%	8%
Has mentor	71%	15%	5%	7%

Climate for Men

Q13b. How would you describe the climate overall for each of the following groups at UCSF in general: Men

	Very good/good	Neutral	Very poor/poor	Don't know
Total	71%	12%	2%	13%
Faculty	78%	8%	3%	9%
Non-faculty academics	76%	9%	1%	13%
Recall	81%	8%	2%	4%
Staff	69%	14%	2%	13%
Learners	76%	7%	2%	13%
School of Medicine	74%	9%	2%	13%
School of Dentistry	64%	18%	5%	11%
School of Nursing	67%	11%	2%	19%
School of Pharmacy	77%	9%	1%	12%
Exec. Vice Chancellor	74%	9%	1%	15%
Finance/Admin	66%	18%	3%	10%
UCSF Health Staff	70%	14%	2%	12%
Campus Staff	67%	14%	2%	15%
Benioff Children's Hospital	66%	17%	2%	13%
BCH Oakland	63%	18%	2%	15%
BCH San Francisco	73%	14%	2%	10%
Fresno	68%	13%	0%	16%
VA	76%	13%	1%	7%
ZSFG	74%	10%	2%	13%
Women	72%	10%	1%	16%
Men	75%	15%	5%	4%
Trans/non-binary	67%	12%	4%	16%
LGBQ+	74%	10%	3%	12%
White	75%	8%	2%	14%
Asian	73%	14%	1%	11%
Hispanic	70%	13%	3%	14%
Black/AA	66%	16%	3%	13%
Native American	51%	20%	2%	22%
Pacific Islander	75%	17%	2%	6%
Multiracial	74%	9%	2%	15%
Age: <30	73%	9%	1%	15%
30-40	71%	12%	2%	13%
40-50	71%	13%	2%	13%
50-60	70%	15%	3%	10%
60+	71%	14%	3%	10%
Has disability	68%	13%	3%	15%
Has mentor	77%	8%	1%	12%

Climate for LGBTQ+ Individuals

Q13c. How would you describe the climate overall for each of the following groups at UCSF in general: LGBTQ (Lesbian, gay, bisexual, queer) individuals

	Very good/good	Neutral	Very poor/poor	Don't know
Total	62%	14%	2%	20%
Faculty	66%	10%	1%	21%
Non-faculty academics	56%	11%	2%	29%
Recall	62%	14%	1%	19%
Staff	61%	16%	2%	20%
Learners	64%	11%	2%	21%
School of Medicine	62%	12%	2%	23%
School of Dentistry	53%	22%	2%	21%
School of Nursing	61%	12%	4%	22%
School of Pharmacy	65%	9%	1%	22%
Exec. Vice Chancellor	56%	13%	4%	26%
Finance/Admin	60%	16%	2%	20%
UCSF Health Staff	63%	16%	2%	17%
Campus Staff	56%	15%	2%	25%
Benioff Children's Hospital	57%	20%	3%	18%
BCH Oakland	54%	21%	4%	19%
BCH San Francisco	64%	16%	3%	16%
Fresno	60%	12%	1%	26%
VA	74%	4%	2%	19%
ZSFG	63%	14%	2%	20%
Women	61%	15%	2%	22%
Men	68%	12%	2%	18%
Trans/non-binary	51%	26%	17%	6%
LGBTQ+	69%	17%	6%	7%
White	64%	11%	2%	22%
Asian	64%	15%	1%	19%
Hispanic	60%	16%	3%	19%
Black/AA	59%	16%	3%	20%
Native American	51%	19%	0%	26%
Pacific Islander	64%	22%	0%	13%
Multiracial	60%	14%	4%	22%
Age: <30	61%	13%	2%	22%
30-40	61%	13%	2%	21%
40-50	62%	15%	2%	19%
50-60	63%	16%	2%	18%
60+	63%	16%	2%	18%
Has disability	57%	18%	5%	20%
Has mentor	66%	11%	2%	20%

Climate for Transgender Individuals

Q13d. How would you describe the climate overall for each of the following groups at UCSF in general: Transgender individuals

	Very good/good	Neutral	Very poor/poor	Don't know
Total	44%	16%	4%	34%
Faculty	42%	14%	4%	37%
Non-faculty academics	37%	11%	3%	47%
Recall	32%	17%	4%	43%
Staff	45%	18%	4%	31%
Learners	39%	13%	5%	41%
School of Medicine	38%	15%	4%	41%
School of Dentistry	41%	24%	3%	30%
School of Nursing	41%	17%	7%	34%
School of Pharmacy	47%	11%	2%	36%
Exec. Vice Chancellor	34%	14%	7%	44%
Finance/Admin	48%	20%	2%	28%
UCSF Health Staff	49%	18%	3%	28%
Campus Staff	38%	18%	4%	38%
Benioff Children's Hospital	43%	22%	5%	29%
BCH Oakland	43%	23%	5%	27%
BCH San Francisco	41%	19%	5%	34%
Fresno	45%	13%	2%	36%
VA	47%	11%	6%	35%
ZSFG	40%	17%	5%	36%
Women	42%	17%	4%	36%
Men	49%	15%	4%	32%
Trans/non-binary	28%	25%	31%	15%
LGBQ+	38%	18%	12%	31%
White	42%	14%	4%	39%
Asian	48%	18%	3%	30%
Hispanic	45%	16%	5%	32%
Black/AA	41%	20%	5%	32%
Native American	49%	16%	3%	28%
Pacific Islander	49%	22%	1%	27%
Multiracial	37%	16%	8%	39%
Age: <30	38%	16%	5%	39%
30-40	43%	15%	4%	35%
40-50	46%	18%	4%	32%
50-60	47%	18%	3%	30%
60+	45%	17%	4%	32%
Has disability	35%	19%	9%	37%
Has mentor	45%	14%	4%	36%

Climate for People with Disabilities

Q13e. How would you describe the climate overall for each of the following groups at UCSF in general: People with disabilities

	Very good/good	Neutral	Very poor/poor	Don't know
Total	43%	18%	6%	31%
Faculty	36%	17%	7%	39%
Non-faculty academics	36%	14%	6%	42%
Recall	41%	16%	8%	31%
Staff	47%	19%	6%	27%
Learners	35%	14%	8%	42%
School of Medicine	35%	16%	6%	40%
School of Dentistry	39%	22%	6%	30%
School of Nursing	41%	16%	10%	32%
School of Pharmacy	46%	12%	3%	36%
Exec. Vice Chancellor	34%	15%	11%	39%
Finance/Admin	53%	18%	5%	22%
UCSF Health Staff	52%	19%	6%	22%
Campus Staff	40%	18%	6%	34%
Benioff Children's Hospital	45%	23%	8%	22%
BCH Oakland	45%	25%	8%	20%
BCH San Francisco	43%	21%	9%	26%
Fresno	49%	13%	2%	34%
VA	45%	20%	6%	29%
ZSFG	36%	19%	7%	37%
Women	42%	18%	7%	32%
Men	50%	16%	4%	30%
Trans/non-binary	21%	17%	26%	36%
LGBQ+	36%	17%	12%	34%
White	38%	15%	7%	38%
Asian	51%	18%	4%	25%
Hispanic	46%	18%	7%	28%
Black/AA	45%	20%	8%	25%
Native American	33%	19%	7%	28%
Pacific Islander	62%	15%	5%	17%
Multiracial	36%	18%	8%	38%
Age: <30	39%	15%	7%	38%
30-40	41%	17%	6%	34%
40-50	45%	18%	7%	28%
50-60	48%	19%	6%	25%
60+	52%	19%	5%	22%
Has disability	32%	23%	17%	27%
Has mentor	44%	14%	6%	35%

Climate for Undocumented Students

Q13f. How would you describe the climate overall for each of the following groups at UCSF in general: Undocumented students

	Very good/good	Neutral	Very poor/poor	Don't know
Total	31%	16%	3%	49%
Faculty	29%	10%	3%	56%
Non-faculty academics	22%	11%	4%	60%
Recall	30%	13%	2%	52%
Staff	31%	18%	2%	46%
Learners	30%	11%	4%	54%
School of Dentistry	27%	12%	3%	55%
School of Medicine	32%	21%	3%	41%
School of Nursing	28%	15%	6%	49%
School of Pharmacy	41%	11%	1%	43%
Exec. Vice Chancellor	29%	12%	5%	53%
Finance/Admin	36%	19%	1%	41%
UCSF Health Staff	33%	19%	2%	44%
Campus Staff	29%	17%	3%	49%
Benioff Children's Hospital	29%	21%	3%	46%
BCH Oakland	28%	22%	3%	45%
BCH San Francisco	28%	19%	2%	50%
Fresno	29%	17%	2%	50%
VA	30%	12%	3%	53%
ZSFG	29%	15%	4%	50%
Women	30%	16%	3%	51%
Men	35%	15%	2%	47%
Trans/non-binary	19%	16%	9%	55%
LGBQ+	25%	15%	6%	54%
White	26%	12%	2%	58%
Asian	37%	18%	2%	43%
Hispanic	33%	16%	6%	44%
Black/AA	29%	22%	4%	43%
Native American	26%	21%	3%	46%
Pacific Islander	38%	17%	1%	44%
Multiracial	27%	15%	4%	53%
Age: <30	31%	13%	4%	51%
30-40	31%	15%	3%	49%
40-50	31%	17%	2%	48%
50-60	31%	19%	2%	47%
60+	29%	19%	2%	48%
Has disability	22%	18%	5%	54%
Has mentor	32%	12%	3%	52%

Climate for International Scholars

Q13g. How would you describe the climate overall for each of the following groups at UCSF in general: International scholars

	Very good/good	Neutral	Very poor/poor	Don't know
Total	42%	15%	3%	38%
Faculty	40%	13%	6%	39%
Non-faculty academics	55%	15%	9%	19%
Recall	49%	8%	4%	34%
Staff	41%	16%	1%	39%
Learners	42%	13%	6%	37%
School of Medicine	42%	13%	4%	38%
School of Dentistry	41%	25%	9%	23%
School of Nursing	36%	11%	5%	46%
School of Pharmacy	55%	12%	4%	26%
Exec. Vice Chancellor	41%	14%	7%	38%
Finance/Admin	41%	19%	1%	36%
UCSF Health Staff	41%	17%	1%	39%
Campus Staff	41%	16%	2%	39%
Benioff Children's Hospital	37%	19%	1%	41%
BCH Oakland	33%	20%	1%	42%
BCH San Francisco	40%	16%	1%	42%
Fresno	47%	11%	1%	39%
VA	44%	13%	6%	35%
ZSFG	37%	14%	2%	46%
Women	40%	15%	3%	41%
Men	48%	15%	3%	33%
Trans/non-binary	26%	14%	5%	52%
LGBQ+	35%	14%	4%	46%
White	40%	12%	3%	44%
Asian	47%	18%	3%	31%
Hispanic	40%	15%	4%	39%
Black/AA	38%	19%	2%	39%
Native American	38%	18%	0%	39%
Pacific Islander	48%	18%	2%	31%
Multiracial	40%	15%	2%	42%
Age: <30	42%	13%	4%	40%
30-40	42%	15%	3%	38%
40-50	40%	17%	3%	39%
50-60	41%	17%	2%	37%
60+	44%	17%	2%	36%
Has disability	35%	16%	4%	44%
Has mentor	45%	12%	4%	38%

Climate for Socioeconomically Disadvantaged Individuals

Q13h. How would you describe the climate overall for each of the following groups at UCSF in general: Socioeconomically disadvantaged individuals

	Very good/good	Neutral	Very poor/poor	Don't know
Total	38%	21%	15%	25%
Faculty	31%	21%	21%	25%
Non-faculty academics	31%	17%	19%	31%
Recall	33%	22%	11%	30%
Staff	39%	21%	12%	26%
Learners	38%	19%	18%	23%
School of Medicine	32%	20%	18%	28%
School of Dentistry	41%	24%	12%	21%
School of Nursing	35%	20%	21%	23%
School of Pharmacy	50%	13%	13%	21%
Exec. Vice Chancellor	28%	21%	22%	29%
Finance/Admin	40%	22%	9%	27%
UCSF Health Staff	43%	21%	11%	23%
Campus Staff	32%	20%	15%	31%
Benioff Children's Hospital	40%	21%	16%	20%
BCH Oakland	40%	23%	16%	18%
BCH San Francisco	38%	19%	18%	23%
Fresno	41%	14%	6%	35%
VA	30%	25%	23%	20%
ZSFG	33%	21%	20%	26%
Women	36%	21%	15%	26%
Men	44%	19%	12%	24%
Trans/non-binary	16%	22%	38%	23%
LGBQ+	30%	21%	23%	25%
White	33%	20%	16%	31%
Asian	46%	21%	9%	23%
Hispanic	40%	22%	17%	20%
Black/AA	32%	25%	23%	19%
Native American	30%	21%	23%	22%
Pacific Islander	50%	19%	12%	18%
Multiracial	32%	19%	20%	28%
Age: <30	40%	19%	15%	25%
30-40	36%	20%	16%	26%
40-50	37%	21%	15%	25%
50-60	38%	22%	12%	26%
60+	38%	23%	11%	26%
Has disability	27%	23%	28%	22%
Has mentor	39%	19%	15%	26%

Climate for Black/African Americans

Q14a. How would you describe the climate overall for each of the following groups at UCSF in general: African American/African/Black

	Very good/good	Neutral	Very poor/poor	Don't know
Total	44%	18%	11%	24%
Faculty	37%	18%	14%	28%
Non-faculty academics	37%	14%	11%	35%
Recall	44%	22%	10%	21%
Staff	46%	19%	11%	21%
Learners	39%	15%	13%	32%
School of Medicine	38%	18%	12%	30%
School of Dentistry	39%	26%	12%	21%
School of Nursing	34%	15%	16%	33%
School of Pharmacy	49%	13%	8%	28%
Exec. Vice Chancellor	32%	14%	17%	36%
Finance/Admin	49%	22%	8%	19%
UCSF Health Staff	51%	19%	10%	18%
Campus Staff	38%	20%	11%	28%
Benioff Children's Hospital	46%	21%	14%	16%
BCH Oakland	45%	23%	14%	17%
BCH San Francisco	46%	19%	16%	17%
Fresno	48%	14%	2%	33%
VA	33%	21%	12%	30%
ZSFG	37%	19%	16%	27%
Women	42%	19%	12%	26%
Men	51%	18%	9%	21%
Trans/non-binary	23%	13%	33%	30%
LGBQ+	35%	18%	19%	27%
White	39%	15%	9%	35%
Asian	54%	19%	7%	19%
Hispanic	43%	20%	14%	22%
Black/AA	32%	25%	37%	4%
Native American	34%	32%	17%	14%
Pacific Islander	65%	21%	6%	8%
Multiracial	38%	19%	17%	25%
Age: <30	40%	17%	11%	30%
30-40	42%	17%	12%	26%
40-50	45%	19%	12%	23%
50-60	48%	19%	11%	20%
60+	51%	20%	11%	16%
Has disability	32%	20%	20%	27%
Has mentor	44%	15%	11%	28%

Climate for Hispanics

Q14b. How would you describe the climate overall for each of the following groups at UCSF in general: Hispanic/Latinx

	Very good/good	Neutral	Very poor/poor	Don't know
Total	49%	18%	7%	24%
Faculty	45%	16%	7%	29%
Non-faculty academics	42%	15%	6%	33%
Recall	55%	15%	6%	21%
Staff	50%	20%	7%	21%
Learners	47%	15%	6%	31%
School of Medicine	46%	17%	6%	29%
School of Dentistry	44%	27%	7%	20%
School of Nursing	39%	17%	8%	33%
School of Pharmacy	54%	13%	3%	27%
Exec. Vice Chancellor	37%	15%	11%	36%
Finance/Admin	50%	22%	7%	19%
UCSF Health Staff	53%	20%	7%	18%
Campus Staff	43%	20%	8%	27%
Benioff Children's Hospital	49%	23%	10%	16%
BCH Oakland	47%	24%	9%	17%
BCH San Francisco	49%	21%	10%	17%
Fresno	59%	14%	1%	23%
VA	52%	15%	5%	26%
ZSFG	44%	19%	8%	27%
Women	47%	19%	7%	25%
Men	56%	17%	5%	21%
Trans/non-binary	30%	16%	18%	34%
LGBQ+	41%	17%	11%	29%
White	44%	13%	4%	36%
Asian	56%	20%	4%	18%
Hispanic	50%	25%	16%	9%
Black/AA	44%	22%	12%	20%
Native American	51%	20%	9%	15%
Pacific Islander	61%	26%	5%	8%
Multiracial	44%	18%	9%	29%
Age: <30	47%	17%	6%	28%
30-40	47%	18%	7%	26%
40-50	48%	19%	7%	23%
50-60	52%	19%	7%	20%
60+	55%	18%	7%	17%
Has disability	39%	21%	12%	27%
Has mentor	50%	15%	6%	27%

Climate for Whites

Q14c. How would you describe the climate overall for each of the following groups at UCSF in general: White/European

	Very good/good	Neutral	Very poor/poor	Don't know
Total	76%	10%	2%	10%
Faculty	81%	6%	3%	8%
Non-faculty academics	73%	9%	1%	13%
Recall	83%	7%	2%	4%
Staff	74%	12%	2%	10%
Learners	79%	6%	1%	12%
School of Medicine	78%	7%	2%	11%
School of Dentistry	64%	19%	4%	11%
School of Nursing	72%	9%	2%	15%
School of Pharmacy	77%	7%	1%	13%
Exec. Vice Chancellor	77%	8%	1%	12%
Finance/Admin	68%	16%	2%	11%
UCSF Health Staff	75%	12%	2%	9%
Campus Staff	72%	11%	2%	13%
Benioff Children's Hospital	74%	13%	3%	8%
BCH Oakland	71%	15%	3%	10%
BCH San Francisco	80%	11%	2%	5%
Fresno	71%	10%	3%	13%
VA	76%	6%	4%	12%
ZSFG	77%	9%	1%	11%
Women	78%	10%	1%	10%
Men	76%	11%	3%	9%
Trans/non-binary	78%	6%	6%	10%
LGBQ+	81%	7%	3%	9%
White	80%	9%	3%	6%
Asian	76%	10%	1%	12%
Hispanic	74%	9%	2%	14%
Black/AA	74%	10%	1%	13%
Native American	64%	19%	0%	14%
Pacific Islander	83%	12%	1%	4%
Multiracial	78%	8%	2%	11%
Age: <30	76%	8%	1%	14%
30-40	76%	9%	2%	11%
40-50	75%	12%	2%	10%
50-60	75%	13%	3%	7%
60+	76%	11%	2%	8%
Has disability	75%	11%	3%	10%
Has mentor	81%	7%	1%	10%

Climate for Middle Easterners/North Africans

Q14d. How would you describe the climate overall for each of the following groups at UCSF in general: Middle Eastern/North African

	Very good/good	Neutral	Very poor/poor	Don't know
Total	42%	18%	5%	33%
Faculty	36%	15%	6%	41%
Non-faculty academics	35%	14%	4%	44%
Recall	44%	12%	6%	35%
Staff	44%	20%	5%	29%
Learners	38%	13%	4%	44%
School of Medicine	36%	15%	5%	42%
School of Dentistry	40%	25%	6%	26%
School of Nursing	31%	13%	6%	48%
School of Pharmacy	45%	12%	4%	36%
Exec. Vice Chancellor	31%	15%	6%	46%
Finance/Admin	46%	23%	3%	26%
UCSF Health Staff	49%	20%	5%	25%
Campus Staff	36%	19%	5%	37%
Benioff Children's Hospital	44%	22%	7%	24%
BCH Oakland	43%	23%	7%	26%
BCH San Francisco	45%	22%	7%	25%
Fresno	52%	8%	1%	36%
VA	36%	15%	7%	40%
ZSFG	32%	18%	6%	41%
Women	40%	18%	5%	36%
Men	49%	17%	4%	29%
Trans/non-binary	24%	13%	14%	46%
LGBQ+	34%	16%	7%	41%
White	38%	13%	3%	44%
Asian	49%	20%	4%	26%
Hispanic	41%	19%	6%	33%
Black/AA	38%	23%	8%	29%
Native American	50%	20%	4%	19%
Pacific Islander	56%	24%	5%	14%
Multiracial	37%	20%	7%	35%
Age: <30	40%	15%	4%	39%
30-40	40%	17%	5%	36%
40-50	43%	19%	5%	31%
50-60	46%	20%	4%	28%
60+	47%	18%	5%	28%
Has disability	32%	20%	8%	38%
Has mentor	43%	14%	4%	37%

Climate for East Asians

Q14e. How would you describe the climate overall for each of the following groups at UCSF in general: East Asian (for example or Chinese, Japanese or Korean heritage)

	Very good/good	Neutral	Very poor/poor	Don't know
Total	56%	15%	3%	23%
Faculty	53%	12%	4%	28%
Non-faculty academics	52%	12%	3%	30%
Recall	63%	13%	0%	20%
Staff	57%	17%	3%	21%
Learners	57%	10%	2%	29%
School of Medicine	54%	12%	3%	29%
School of Dentistry	52%	22%	5%	19%
School of Nursing	43%	15%	3%	37%
School of Pharmacy	67%	9%	1%	20%
Exec. Vice Chancellor	49%	14%	3%	33%
Finance/Admin	59%	19%	2%	17%
UCSF Health Staff	59%	18%	3%	18%
Campus Staff	52%	16%	3%	27%
Benioff Children's Hospital	54%	20%	4%	20%
BCH Oakland	51%	21%	5%	22%
BCH San Francisco	57%	18%	4%	19%
Fresno	56%	9%	1%	31%
VA	58%	9%	1%	29%
ZSFG	50%	15%	3%	30%
Women	55%	16%	3%	25%
Men	62%	14%	3%	20%
Trans/non-binary	40%	14%	9%	35%
LGBQ+	52%	13%	5%	28%
White	50%	10%	2%	36%
Asian	64%	20%	5%	10%
Hispanic	56%	15%	2%	25%
Black/AA	58%	16%	2%	22%
Native American	60%	17%	6%	11%
Pacific Islander	64%	23%	5%	7%
Multiracial	59%	16%	3%	21%
Age: <30	58%	12%	2%	26%
30-40	54%	15%	3%	25%
40-50	55%	16%	3%	24%
50-60	58%	17%	3%	20%
60+	61%	16%	3%	18%
Has disability	49%	16%	5%	28%
Has mentor	59%	11%	2%	26%

Climate for South Asians

Q14f. How would you describe the climate overall for each of the following groups at UCSF in general: South Asian (for example of Indian, Pakistani, Bangladeshi, or Sri Lankan heritage)

	Very good/good	Neutral	Very poor/poor	Don't know
Total	49%	17%	3%	29%
Faculty	47%	14%	4%	33%
Non-faculty academics	42%	14%	2%	38%
Recall	58%	13%	3%	23%
Staff	50%	19%	3%	26%
Learners	48%	12%	2%	36%
School of Medicine	48%	13%	3%	34%
School of Dentistry	41%	26%	4%	25%
School of Nursing	35%	18%	3%	42%
School of Pharmacy	55%	12%	2%	28%
Exec. Vice Chancellor	39%	14%	4%	40%
Finance/Admin	52%	22%	2%	22%
UCSF Health Staff	53%	19%	4%	22%
Campus Staff	45%	18%	3%	32%
Benioff Children's Hospital	49%	21%	5%	22%
BCH Oakland	47%	22%	5%	23%
BCH San Francisco	52%	20%	5%	21%
Fresno	57%	10%	2%	29%
VA	54%	13%	2%	29%
ZSFG	43%	17%	3%	35%
Women	48%	17%	3%	31%
Men	56%	15%	3%	25%
Trans/non-binary	37%	12%	8%	41%
LGBQ+	45%	15%	5%	34%
White	45%	12%	2%	40%
Asian	57%	20%	4%	17%
Hispanic	48%	17%	4%	29%
Black/AA	49%	21%	2%	26%
Native American	50%	23%	2%	17%
Pacific Islander	57%	21%	6%	13%
Multiracial	48%	17%	5%	30%
Age: <30	49%	14%	2%	32%
30-40	47%	17%	4%	30%
40-50	49%	18%	4%	27%
50-60	52%	18%	3%	25%
60+	54%	17%	3%	23%
Has disability	42%	18%	6%	33%
Has mentor	52%	13%	2%	31%

Climate for Southeast Asians

Q14g. How would you describe the climate overall for each of the following groups at UCSF in general: Southeast Asian (for example of Vietnamese, Cambodian, Laotian, Thai, or Burmese heritage)

	Very good/good	Neutral	Very poor/poor	Don't know
Total	47%	17%	4%	30%
Faculty	40%	15%	5%	37%
Non-faculty academics	39%	11%	4%	42%
Recall	49%	15%	3%	28%
Staff	49%	19%	4%	26%
Learners	45%	12%	3%	38%
School of Medicine	42%	14%	4%	37%
School of Dentistry	42%	26%	6%	24%
School of Nursing	35%	16%	5%	43%
School of Pharmacy	57%	11%	2%	27%
Exec. Vice Chancellor	36%	14%	4%	44%
Finance/Admin	50%	22%	3%	23%
UCSF Health Staff	53%	19%	4%	21%
Campus Staff	42%	18%	4%	33%
Benioff Children's Hospital	48%	21%	6%	23%
BCH Oakland	46%	22%	6%	24%
BCH San Francisco	48%	21%	7%	22%
Fresno	51%	10%	2%	34%
VA	44%	17%	1%	36%
ZSFG	39%	18%	4%	37%
Women	46%	17%	4%	31%
Men	53%	16%	4%	26%
Trans/non-binary	28%	15%	11%	45%
LGBQ+	41%	16%	7%	36%
White	43%	12%	2%	41%
Asian	53%	21%	6%	19%
Hispanic	48%	18%	4%	30%
Black/AA	48%	20%	3%	27%
Native American	44%	17%	9%	17%
Pacific Islander	60%	23%	5%	12%
Multiracial	46%	18%	6%	29%
Age: <30	46%	14%	3%	34%
30-40	46%	16%	4%	31%
40-50	46%	19%	4%	28%
50-60	49%	19%	4%	25%
60+	51%	18%	4%	25%
Has disability	39%	19%	8%	34%
Has mentor	48%	13%	3%	33%

Climate for Native Americans

Q14h. How would you describe the climate overall for each of the following groups at UCSF in general: American Indian/Alaska Native

	Very good/good	Neutral	Very poor/poor	Don't know
Total	35%	16%	6%	40%
Faculty	28%	13%	8%	49%
Non-faculty academics	27%	12%	5%	52%
Recall	27%	12%	7%	50%
Staff	38%	19%	6%	35%
Learners	30%	11%	5%	51%
School of Medicine	29%	13%	6%	49%
School of Dentistry	31%	25%	5%	36%
School of Nursing	24%	13%	11%	50%
School of Pharmacy	39%	12%	5%	41%
Exec. Vice Chancellor	25%	13%	9%	51%
Finance/Admin	40%	22%	4%	32%
UCSF Health Staff	43%	19%	5%	30%
Campus Staff	30%	18%	6%	43%
Benioff Children's Hospital	38%	21%	7%	31%
BCH Oakland	37%	21%	7%	32%
BCH San Francisco	36%	19%	8%	34%
Fresno	41%	11%	2%	44%
VA	27%	17%	6%	48%
ZSFG	26%	16%	7%	47%
Women	34%	17%	6%	42%
Men	41%	16%	5%	37%
Trans/non-binary	19%	12%	18%	50%
LGBQ+	28%	15%	10%	46%
White	31%	13%	4%	50%
Asian	43%	18%	5%	33%
Hispanic	35%	18%	8%	37%
Black/AA	31%	22%	10%	35%
Native American	35%	20%	19%	22%
Pacific Islander	53%	22%	6%	19%
Multiracial	28%	17%	11%	43%
Age: <30	33%	14%	6%	44%
30-40	34%	16%	6%	42%
40-50	36%	18%	6%	38%
50-60	39%	19%	5%	34%
60+	37%	17%	6%	36%
Has disability	26%	18%	11%	44%
Has mentor	36%	13%	5%	44%

Climate for Pacific Islanders

Q14i. How would you describe the climate overall for each of the following groups at UCSF in general: Native Hawaiian/Pacific Islander

	Very good/good	Neutral	Very poor/poor	Don't know
Total	41%	17%	4%	36%
Faculty	34%	13%	5%	45%
Non-faculty academics	30%	13%	3%	51%
Recall	33%	14%	3%	46%
Staff	44%	19%	4%	30%
Learners	35%	11%	4%	48%
School of Medicine	34%	14%	4%	46%
School of Dentistry	36%	24%	4%	34%
School of Nursing	29%	14%	7%	48%
School of Pharmacy	43%	12%	2%	40%
Exec. Vice Chancellor	29%	14%	6%	49%
Finance/Admin	46%	22%	4%	26%
UCSF Health Staff	49%	20%	4%	26%
Campus Staff	35%	19%	5%	39%
Benioff Children's Hospital	44%	22%	5%	27%
BCH Oakland	40%	23%	5%	28%
BCH San Francisco	46%	20%	5%	27%
Fresno	40%	11%	2%	43%
VA	32%	13%	6%	46%
ZSFG	31%	17%	5%	44%
Women	39%	17%	4%	38%
Men	47%	16%	3%	33%
Trans/non-binary	25%	14%	11%	48%
LGBQ+	33%	17%	6%	43%
White	37%	12%	3%	46%
Asian	48%	19%	4%	28%
Hispanic	40%	19%	5%	34%
Black/AA	36%	21%	7%	34%
Native American	31%	28%	9%	28%
Pacific Islander	59%	26%	7%	7%
Multiracial	37%	18%	7%	38%
Age: <30	37%	14%	4%	43%
30-40	39%	16%	4%	38%
40-50	41%	19%	5%	34%
50-60	45%	19%	4%	30%
60+	44%	18%	4%	31%
Has disability	32%	19%	8%	40%
Has mentor	41%	13%	3%	41%

Unequal Treatment towards Women

Q15a. Is there unequal treatment against each of the following groups at UCSF in general: Women

	Great deal	Just a little	None	Don't know	Great deal/some
Total	7%	16%	28%	29%	24%
Faculty	8%	22%	20%	17%	37%
Non-faculty academics	6%	17%	29%	30%	22%
Recall	1%	29%	20%	15%	32%
Staff	7%	14%	30%	31%	23%
Learners	5%	21%	28%	27%	22%
School of Medicine	6%	20%	23%	27%	26%
School of Dentistry	5%	15%	34%	27%	20%
School of Nursing	5%	14%	24%	29%	29%
School of Pharmacy	5%	15%	36%	28%	18%
Exec. Vice Chancellor	6%	18%	23%	31%	27%
Finance/Admin	10%	10%	31%	32%	25%
UCSF Health Staff	8%	13%	33%	29%	23%
Campus Staff	6%	15%	24%	34%	23%
Benioff Children's Hospital	7%	13%	32%	30%	23%
BCH Oakland	7%	12%	30%	32%	24%
BCH San Francisco	6%	17%	31%	26%	24%
Fresno	4%	15%	35%	32%	15%
VA	4%	30%	21%	22%	25%
ZSFG	6%	18%	21%	28%	29%
Women	8%	19%	28%	25%	27%
Men	5%	12%	33%	35%	19%
Trans/non-binary	9%	19%	16%	29%	34%
LGBQ+	7%	20%	22%	27%	29%
White	5%	19%	28%	27%	24%
Asian	7%	14%	32%	29%	23%
Hispanic	9%	14%	29%	28%	27%
Black/AA	10%	15%	23%	31%	28%
Native American	14%	7%	13%	46%	30%
Pacific Islander	11%	14%	34%	28%	24%
Multiracial	7%	19%	25%	30%	25%
Age: <30	5%	18%	30%	30%	18%
30-40	8%	16%	27%	29%	25%
40-50	7%	16%	28%	28%	26%
50-60	8%	14%	30%	27%	27%
60+	6%	16%	28%	27%	27%
Has disability	8%	19%	21%	28%	30%
Has mentor	6%	18%	29%	26%	25%

Unequal Treatment towards Men

Q15b. Is there unequal treatment against each of the following groups at UCSF in general: Men

	Great deal	Just a little	None	Don't know	Great deal/some
Total	5%	5%	49%	32%	10%
Faculty	3%	8%	58%	21%	8%
Non-faculty academics	2%	2%	57%	34%	6%
Recall	2%	10%	66%	14%	6%
Staff	6%	5%	46%	35%	11%
Learners	3%	4%	55%	30%	7%
School of Medicine	3%	5%	54%	30%	7%
School of Dentistry	3%	3%	50%	31%	12%
School of Nursing	2%	6%	45%	36%	9%
School of Pharmacy	4%	3%	52%	33%	8%
Exec. Vice Chancellor	2%	5%	52%	34%	7%
Finance/Admin	8%	6%	44%	33%	15%
UCSF Health Staff	6%	5%	46%	34%	13%
Campus Staff	4%	4%	46%	37%	9%
Benioff Children's Hospital	6%	6%	44%	36%	12%
BCH Oakland	6%	5%	44%	37%	12%
BCH San Francisco	4%	8%	45%	33%	11%
Fresno	4%	4%	54%	34%	5%
VA	1%	15%	52%	25%	6%
ZSFG	3%	4%	53%	31%	8%
Women	4%	3%	50%	36%	8%
Men	5%	8%	53%	24%	13%
Trans/non-binary	6%	6%	49%	34%	10%
LGBQ+	5%	5%	55%	28%	10%
White	2%	5%	54%	33%	6%
Asian	5%	5%	49%	33%	12%
Hispanic	6%	4%	50%	31%	13%
Black/AA	7%	5%	48%	35%	11%
Native American	11%	6%	27%	41%	23%
Pacific Islander	10%	2%	47%	32%	19%
Multiracial	4%	6%	51%	32%	9%
Age: <30	3%	4%	52%	34%	7%
30-40	5%	4%	48%	34%	10%
40-50	5%	6%	49%	32%	11%
50-60	6%	6%	49%	29%	13%
60+	4%	7%	50%	30%	10%
Has disability	4%	6%	51%	32%	9%
Has mentor	4%	5%	55%	30%	8%

Unequal Treatment towards LGBTQ+ Individuals

Q15c. Is there unequal treatment against each of the following groups at UCSF in general: LGBTQ (Lesbian, gay, bisexual, queer) individuals

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	9%	30%	47%	11%
Faculty	1%	14%	31%	43%	8%
Non-faculty academics	2%	6%	29%	56%	7%
Recall	0%	19%	26%	40%	10%
Staff	5%	8%	30%	47%	12%
Learners	3%	12%	29%	47%	9%
School of Medicine	2%	11%	27%	50%	8%
School of Dentistry	3%	8%	32%	45%	11%
School of Nursing	2%	10%	26%	46%	14%
School of Pharmacy	4%	5%	36%	48%	8%
Exec. Vice Chancellor	3%	13%	25%	50%	10%
Finance/Admin	5%	7%	33%	47%	11%
UCSF Health Staff	6%	8%	33%	43%	13%
Campus Staff	3%	9%	25%	53%	10%
Benioff Children's Hospital	5%	9%	29%	48%	12%
BCH Oakland	5%	8%	29%	50%	11%
BCH San Francisco	3%	12%	28%	46%	13%
Fresno	2%	8%	33%	53%	3%
VA	0%	18%	29%	39%	9%
ZSFG	3%	11%	26%	48%	11%
Women	4%	9%	29%	50%	10%
Men	5%	10%	35%	41%	12%
Trans/non-binary	5%	25%	20%	26%	28%
LGBTQ+	5%	19%	32%	29%	18%
White	2%	12%	29%	49%	8%
Asian	5%	8%	33%	45%	12%
Hispanic	6%	9%	32%	43%	15%
Black/AA	6%	9%	28%	48%	12%
Native American	16%	4%	20%	47%	25%
Pacific Islander	8%	6%	34%	42%	16%
Multiracial	4%	11%	24%	51%	12%
Age: <30	4%	10%	29%	49%	10%
30-40	4%	9%	28%	48%	11%
40-50	4%	9%	31%	46%	12%
50-60	4%	8%	34%	43%	12%
60+	4%	11%	31%	45%	10%
Has disability	4%	14%	26%	44%	14%
Has mentor	3%	10%	31%	46%	10%

Unequal Treatment towards Transgender Individuals

Q15d. Is there unequal treatment against each of the following groups at UCSF in general: Transgender individuals

	Great deal	Just a little	None	Don't know	Great deal/some
Total	5%	6%	22%	56%	13%
Faculty	2%	9%	19%	56%	12%
Non-faculty academics	3%	4%	18%	67%	8%
Recall	0%	13%	15%	56%	11%
Staff	5%	6%	23%	55%	13%
Learners	4%	7%	19%	59%	13%
School of Medicine	3%	7%	17%	61%	12%
School of Dentistry	3%	4%	27%	54%	12%
School of Nursing	5%	9%	17%	55%	16%
School of Pharmacy	3%	3%	28%	56%	8%
Exec. Vice Chancellor	3%	7%	16%	63%	12%
Finance/Admin	5%	6%	27%	53%	12%
UCSF Health Staff	6%	6%	26%	52%	14%
Campus Staff	4%	5%	18%	62%	12%
Benioff Children's Hospital	6%	6%	23%	56%	13%
BCH Oakland	6%	7%	23%	55%	12%
BCH San Francisco	4%	6%	20%	59%	13%
Fresno	4%	3%	28%	59%	7%
VA	1%	12%	18%	48%	19%
ZSFG	4%	6%	17%	57%	16%
Women	4%	6%	21%	59%	12%
Men	5%	7%	26%	53%	13%
Trans/non-binary	18%	13%	11%	34%	41%
LGBQ+	8%	9%	15%	51%	23%
White	3%	7%	19%	61%	10%
Asian	5%	5%	26%	54%	14%
Hispanic	7%	6%	24%	53%	16%
Black/AA	6%	7%	22%	55%	14%
Native American	13%	8%	12%	47%	29%
Pacific Islander	8%	4%	28%	51%	16%
Multiracial	5%	8%	17%	59%	14%
Age: <30	5%	6%	20%	59%	13%
30-40	5%	7%	21%	57%	12%
40-50	5%	6%	23%	55%	13%
50-60	5%	6%	25%	54%	13%
60+	4%	7%	22%	57%	12%
Has disability	6%	7%	17%	57%	17%
Has mentor	4%	7%	22%	56%	13%

Unequal Treatment towards People with Disabilities

Q15e. Is there unequal treatment against each of the following groups at UCSF in general: People with disabilities

	Great deal	Just a little	None	Don't know	Great deal/some
Total	5%	8%	22%	52%	15%
Faculty	3%	11%	18%	53%	15%
Non-faculty academics	4%	6%	18%	62%	11%
Recall	3%	15%	23%	44%	13%
Staff	6%	7%	25%	50%	15%
Learners	5%	10%	17%	55%	14%
School of Medicine	4%	9%	16%	58%	13%
School of Dentistry	4%	6%	28%	47%	14%
School of Nursing	5%	10%	19%	48%	20%
School of Pharmacy	4%	3%	29%	52%	12%
Exec. Vice Chancellor	5%	11%	14%	54%	18%
Finance/Admin	6%	7%	28%	48%	15%
UCSF Health Staff	7%	8%	28%	46%	16%
Campus Staff	5%	7%	18%	57%	14%
Benioff Children's Hospital	7%	9%	25%	49%	15%
BCH Oakland	7%	7%	26%	50%	15%
BCH San Francisco	4%	12%	20%	50%	15%
Fresno	2%	3%	26%	64%	5%
VA	2%	16%	19%	47%	14%
ZSFG	5%	9%	16%	54%	17%
Women	5%	8%	21%	53%	15%
Men	5%	9%	27%	49%	14%
Trans/non-binary	15%	9%	8%	45%	37%
LGBQ+	8%	10%	16%	50%	23%
White	3%	9%	19%	57%	12%
Asian	6%	7%	27%	49%	15%
Hispanic	8%	8%	25%	48%	17%
Black/AA	8%	7%	22%	51%	17%
Native American	13%	0%	12%	56%	29%
Pacific Islander	10%	5%	34%	40%	20%
Multiracial	5%	10%	18%	53%	17%
Age: <30	5%	9%	20%	55%	14%
30-40	6%	8%	21%	53%	15%
40-50	5%	8%	24%	50%	16%
50-60	6%	7%	25%	49%	16%
60+	4%	9%	27%	47%	14%
Has disability	9%	12%	16%	44%	26%
Has mentor	5%	9%	22%	53%	14%

Unequal Treatment towards Undocumented Students

Q15f. Is there unequal treatment against each of the following groups at UCSF in general: Undocumented students

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	4%	16%	68%	9%
Faculty	1%	6%	14%	70%	5%
Non-faculty academics	3%	3%	14%	73%	8%
Recall	2%	9%	8%	67%	10%
Staff	4%	3%	17%	68%	9%
Learners	3%	5%	15%	68%	9%
School of Medicine	2%	4%	13%	72%	7%
School of Dentistry	3%	5%	22%	61%	8%
School of Nursing	3%	4%	13%	69%	9%
School of Pharmacy	3%	5%	24%	60%	7%
Exec. Vice Chancellor	4%	6%	12%	69%	11%
Finance/Admin	4%	3%	19%	67%	9%
UCSF Health Staff	5%	3%	19%	66%	10%
Campus Staff	3%	4%	14%	71%	8%
Benioff Children's Hospital	4%	3%	16%	69%	9%
BCH Oakland	4%	3%	18%	68%	9%
BCH San Francisco	2%	5%	13%	74%	8%
Fresno	2%	3%	22%	70%	3%
VA	0%	11%	11%	68%	3%
ZSFG	3%	5%	13%	70%	8%
Women	3%	4%	15%	71%	8%
Men	4%	5%	20%	64%	9%
Trans/non-binary	5%	5%	11%	71%	10%
LGBQ+	4%	4%	11%	71%	11%
White	1%	4%	14%	76%	4%
Asian	4%	4%	19%	65%	11%
Hispanic	6%	5%	18%	61%	14%
Black/AA	5%	4%	15%	70%	9%
Native American	8%	9%	4%	72%	14%
Pacific Islander	7%	4%	21%	62%	13%
Multiracial	4%	5%	14%	71%	9%
Age: <30	4%	4%	18%	66%	9%
30-40	4%	4%	16%	68%	9%
40-50	3%	4%	17%	68%	9%
50-60	3%	4%	17%	68%	9%
60+	3%	5%	14%	71%	8%
Has disability	4%	5%	11%	72%	10%
Has mentor	3%	4%	16%	69%	8%

Unequal Treatment towards International Scholars

Q15g. Is there unequal treatment against each of the following groups at UCSF in general: International scholars

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	6%	20%	61%	10%
Faculty	2%	11%	18%	56%	11%
Non-faculty academics	3%	12%	24%	46%	16%
Recall	0%	13%	26%	50%	6%
Staff	4%	4%	20%	64%	9%
Learners	4%	9%	20%	55%	13%
School of Medicine	3%	8%	19%	60%	10%
School of Dentistry	5%	11%	25%	43%	17%
School of Nursing	2%	5%	17%	65%	8%
School of Pharmacy	4%	9%	31%	44%	11%
Exec. Vice Chancellor	4%	9%	17%	58%	14%
Finance/Admin	5%	4%	21%	63%	10%
UCSF Health Staff	5%	3%	21%	64%	9%
Campus Staff	3%	5%	19%	65%	8%
Benioff Children's Hospital	4%	4%	19%	68%	7%
BCH Oakland	4%	3%	19%	67%	8%
BCH San Francisco	2%	5%	17%	71%	6%
Fresno	3%	2%	26%	66%	5%
VA	1%	15%	17%	52%	12%
ZSFG	2%	7%	15%	66%	8%
Women	3%	5%	19%	64%	9%
Men	4%	7%	25%	55%	11%
Trans/non-binary	2%	5%	11%	75%	7%
LGBQ+	3%	7%	15%	66%	11%
White	1%	6%	19%	66%	6%
Asian	5%	6%	23%	56%	13%
Hispanic	6%	5%	22%	61%	12%
Black/AA	5%	5%	19%	65%	8%
Native American	8%	3%	10%	65%	14%
Pacific Islander	7%	5%	21%	59%	14%
Multiracial	3%	7%	18%	64%	9%
Age: <30	4%	7%	21%	60%	9%
30-40	4%	6%	19%	60%	11%
40-50	3%	5%	20%	62%	10%
50-60	4%	4%	21%	62%	9%
60+	3%	7%	21%	61%	8%
Has disability	4%	7%	15%	66%	10%
Has mentor	4%	7%	22%	59%	10%

Unequal Treatment towards Socioeconomically Disadvantaged Individuals

Q15h. Is there unequal treatment against each of the following groups at UCSF in general: Socioeconomically disadvantaged individuals

	Great deal	Just a little	None	Don't know	Great deal/some
Total	8%	10%	20%	46%	22%
Faculty	7%	12%	17%	40%	28%
Non-faculty academics	5%	7%	20%	50%	20%
Recall	4%	15%	15%	49%	18%
Staff	8%	9%	20%	48%	21%
Learners	8%	12%	20%	40%	25%
School of Medicine	7%	11%	16%	47%	23%
School of Dentistry	5%	7%	27%	40%	21%
School of Nursing	11%	11%	16%	39%	29%
School of Pharmacy	6%	10%	29%	42%	17%
Exec. Vice Chancellor	10%	10%	15%	46%	28%
Finance/Admin	7%	7%	23%	49%	18%
UCSF Health Staff	9%	9%	23%	45%	21%
Campus Staff	7%	9%	16%	53%	20%
Benioff Children's Hospital	10%	10%	20%	44%	24%
BCH Oakland	10%	9%	21%	44%	24%
BCH San Francisco	8%	10%	18%	44%	27%
Fresno	5%	7%	28%	53%	9%
VA	2%	11%	15%	34%	38%
ZSFG	9%	10%	15%	45%	27%
Women	8%	10%	19%	47%	23%
Men	7%	10%	24%	44%	21%
Trans/non-binary	21%	11%	6%	42%	40%
LGBQ+	11%	12%	14%	43%	30%
White	5%	11%	17%	50%	20%
Asian	7%	8%	25%	45%	20%
Hispanic	11%	11%	21%	40%	27%
Black/AA	14%	11%	15%	42%	31%
Native American	23%	2%	12%	47%	35%
Pacific Islander	11%	7%	27%	45%	21%
Multiracial	10%	13%	14%	45%	27%
Age: <30	8%	11%	21%	43%	22%
30-40	8%	9%	18%	46%	23%
40-50	8%	9%	20%	46%	23%
50-60	8%	9%	21%	46%	22%
60+	6%	11%	20%	48%	18%
Has disability	13%	12%	13%	40%	33%
Has mentor	8%	10%	21%	43%	23%

Unequal Treatment towards Black/African Americans

Q16a. Is there unequal treatment against each of the following groups at UCSF in general: African American/African/Black

	Great deal	Just a little	None	Don't know	Great deal/some
Total	8%	8%	24%	44%	21%
Faculty	8%	11%	20%	39%	25%
Non-faculty academics	4%	6%	22%	55%	14%
Recall	2%	15%	25%	37%	17%
Staff	9%	7%	26%	43%	21%
Learners	7%	8%	20%	47%	22%
School of Medicine	7%	8%	19%	47%	21%
School of Dentistry	6%	7%	29%	43%	18%
School of Nursing	10%	6%	17%	47%	24%
School of Pharmacy	6%	6%	29%	48%	12%
Exec. Vice Chancellor	10%	7%	17%	50%	23%
Finance/Admin	8%	7%	29%	42%	19%
UCSF Health Staff	10%	8%	29%	39%	21%
Campus Staff	8%	6%	21%	50%	20%
Benioff Children's Hospital	13%	8%	25%	38%	26%
BCH Oakland	13%	9%	26%	39%	24%
BCH San Francisco	12%	8%	23%	38%	29%
Fresno	2%	4%	34%	53%	5%
VA	4%	16%	20%	38%	23%
ZSFG	10%	7%	17%	46%	26%
Women	8%	8%	23%	46%	22%
Men	7%	9%	29%	41%	20%
Trans/non-binary	21%	5%	11%	41%	41%
LGBQ+	12%	9%	17%	42%	29%
White	4%	7%	22%	53%	15%
Asian	7%	8%	30%	41%	19%
Hispanic	11%	8%	24%	40%	26%
Black/AA	27%	11%	16%	21%	50%
Native American	17%	9%	16%	39%	32%
Pacific Islander	11%	7%	36%	36%	20%
Multiracial	10%	11%	18%	43%	26%
Age: <30	7%	7%	22%	49%	19%
30-40	9%	8%	22%	46%	21%
40-50	9%	8%	25%	42%	22%
50-60	9%	8%	29%	38%	22%
60+	7%	9%	27%	39%	21%
Has disability	13%	8%	17%	43%	30%
Has mentor	8%	8%	24%	44%	21%

Unequal Treatment towards Hispanics

Q16b. Is there unequal treatment against each of the following groups at UCSF in general: Hispanic/Latinx

	Great deal	Just a little	None	Don't know	Great deal/some
Total	5%	9%	26%	45%	16%
Faculty	3%	14%	22%	42%	16%
Non-faculty academics	3%	6%	25%	55%	12%
Recall	3%	15%	32%	37%	10%
Staff	6%	9%	27%	44%	17%
Learners	3%	10%	24%	49%	14%
School of Medicine	4%	11%	22%	49%	14%
School of Dentistry	3%	7%	30%	45%	14%
School of Nursing	4%	8%	23%	47%	17%
School of Pharmacy	3%	6%	30%	50%	10%
Exec. Vice Chancellor	4%	9%	19%	52%	18%
Finance/Admin	6%	8%	29%	43%	17%
UCSF Health Staff	7%	9%	30%	41%	18%
Campus Staff	5%	8%	22%	51%	16%
Benioff Children's Hospital	6%	11%	25%	41%	21%
BCH Oakland	6%	11%	25%	42%	19%
BCH San Francisco	7%	11%	23%	40%	25%
Fresno	2%	5%	41%	46%	4%
VA	1%	23%	24%	40%	10%
ZSFG	5%	11%	19%	47%	18%
Women	5%	9%	24%	47%	17%
Men	4%	10%	32%	42%	14%
Trans/non-binary	8%	8%	14%	48%	28%
LGBQ+	6%	11%	19%	47%	21%
White	2%	8%	23%	55%	10%
Asian	5%	8%	31%	43%	16%
Hispanic	10%	15%	27%	28%	28%
Black/AA	9%	12%	19%	42%	25%
Native American	15%	7%	18%	40%	31%
Pacific Islander	9%	7%	36%	39%	17%
Multiracial	5%	11%	20%	50%	18%
Age: <30	4%	9%	24%	50%	14%
30-40	5%	9%	24%	47%	16%
40-50	5%	10%	26%	44%	17%
50-60	6%	9%	30%	41%	18%
60+	4%	12%	29%	40%	15%
Has disability	7%	11%	19%	46%	22%
Has mentor	4%	10%	26%	46%	15%

Unequal Treatment towards Whites

Q16c. Is there unequal treatment against each of the following groups at UCSF in general: White/European

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	4%	53%	31%	9%
Faculty	2%	6%	59%	23%	6%
Non-faculty academics	2%	2%	58%	32%	6%
Recall	3%	12%	64%	16%	3%
Staff	5%	4%	51%	32%	10%
Learners	2%	3%	56%	32%	6%
School of Medicine	2%	4%	55%	31%	6%
School of Dentistry	4%	5%	48%	35%	9%
School of Nursing	2%	5%	48%	36%	6%
School of Pharmacy	3%	3%	54%	33%	6%
Exec. Vice Chancellor	3%	3%	56%	31%	7%
Finance/Admin	5%	4%	48%	35%	11%
UCSF Health Staff	6%	4%	52%	30%	11%
Campus Staff	3%	4%	49%	36%	7%
Benioff Children's Hospital	6%	5%	52%	30%	10%
BCH Oakland	6%	5%	49%	32%	11%
BCH San Francisco	5%	6%	57%	26%	10%
Fresno	3%	3%	53%	36%	4%
VA	0%	9%	54%	26%	4%
ZSFG	2%	4%	54%	32%	7%
Women	4%	4%	55%	32%	8%
Men	5%	5%	55%	29%	9%
Trans/non-binary	4%	3%	64%	24%	8%
LGBQ+	5%	4%	60%	27%	8%
White	3%	5%	59%	26%	6%
Asian	5%	3%	51%	35%	9%
Hispanic	6%	3%	53%	32%	10%
Black/AA	6%	2%	54%	33%	9%
Native American	16%	9%	32%	39%	16%
Pacific Islander	9%	2%	52%	31%	14%
Multiracial	3%	4%	55%	33%	7%
Age: <30	3%	3%	54%	35%	5%
30-40	4%	3%	52%	33%	8%
40-50	5%	5%	54%	29%	9%
50-60	5%	5%	54%	27%	12%
60+	4%	6%	54%	28%	9%
Has disability	4%	5%	55%	29%	8%
Has mentor	4%	4%	57%	29%	7%

Unequal Treatment towards Middle Easterners/North Africans

Q16d. Is there unequal treatment against each of the following groups at UCSF in general: Middle Eastern/North African

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	7%	24%	54%	11%
Faculty	3%	11%	20%	52%	12%
Non-faculty academics	2%	5%	22%	62%	9%
Recall	1%	10%	23%	49%	9%
Staff	5%	7%	26%	52%	12%
Learners	2%	7%	22%	59%	9%
School of Medicine	3%	8%	20%	59%	10%
School of Dentistry	2%	7%	32%	47%	10%
School of Nursing	3%	8%	17%	61%	9%
School of Pharmacy	3%	7%	28%	55%	7%
Exec. Vice Chancellor	3%	6%	17%	63%	11%
Finance/Admin	4%	7%	27%	51%	12%
UCSF Health Staff	5%	7%	29%	49%	13%
Campus Staff	3%	6%	20%	59%	10%
Benioff Children's Hospital	6%	8%	25%	50%	15%
BCH Oakland	6%	7%	25%	51%	14%
BCH San Francisco	4%	10%	22%	50%	16%
Fresno	2%	4%	35%	54%	3%
VA	3%	12%	20%	50%	15%
ZSFG	4%	8%	16%	59%	12%
Women	4%	7%	23%	57%	11%
Men	4%	8%	29%	50%	11%
Trans/non-binary	6%	7%	13%	60%	19%
LGBQ+	5%	8%	18%	58%	14%
White	2%	7%	21%	62%	6%
Asian	5%	7%	29%	49%	13%
Hispanic	6%	7%	25%	53%	14%
Black/AA	6%	9%	20%	51%	16%
Native American	8%	7%	21%	46%	22%
Pacific Islander	10%	8%	36%	38%	17%
Multiracial	4%	9%	19%	56%	15%
Age: <30	3%	6%	23%	58%	9%
30-40	4%	7%	23%	56%	11%
40-50	4%	8%	25%	51%	13%
50-60	4%	7%	27%	50%	13%
60+	4%	9%	25%	51%	11%
Has disability	4%	8%	18%	57%	14%
Has mentor	3%	7%	25%	55%	10%

Unequal Treatment towards East Asians

Q16e. Is there unequal treatment against each of the following groups at UCSF in general: East Asian (for example of Chinese, Japanese, or Korean heritage)

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	10%	30%	46%	11%
Faculty	2%	15%	26%	44%	11%
Non-faculty academics	1%	9%	28%	52%	8%
Recall	1%	14%	35%	38%	7%
Staff	5%	9%	30%	46%	12%
Learners	3%	11%	30%	49%	7%
School of Medicine	2%	11%	27%	50%	8%
School of Dentistry	4%	9%	34%	40%	13%
School of Nursing	2%	10%	23%	53%	9%
School of Pharmacy	2%	7%	38%	44%	6%
Exec. Vice Chancellor	3%	10%	23%	54%	10%
Finance/Admin	5%	9%	34%	42%	12%
UCSF Health Staff	5%	9%	33%	42%	13%
Campus Staff	3%	9%	26%	52%	10%
Benioff Children's Hospital	5%	11%	29%	46%	11%
BCH Oakland	5%	10%	29%	48%	11%
BCH San Francisco	3%	14%	27%	45%	12%
Fresno	2%	3%	37%	54%	3%
VA	0%	15%	29%	43%	10%
ZSFG	3%	13%	22%	50%	11%
Women	3%	10%	28%	49%	10%
Men	4%	10%	36%	42%	11%
Trans/non-binary	3%	10%	16%	56%	15%
LGBQ+	4%	12%	24%	49%	12%
White	1%	8%	26%	57%	5%
Asian	6%	13%	34%	36%	16%
Hispanic	5%	9%	32%	47%	11%
Black/AA	4%	9%	31%	47%	10%
Native American	16%	4%	25%	46%	22%
Pacific Islander	9%	8%	36%	37%	18%
Multiracial	3%	13%	28%	45%	11%
Age: <30	3%	10%	30%	50%	8%
30-40	4%	10%	27%	48%	10%
40-50	4%	10%	31%	45%	12%
50-60	4%	9%	33%	42%	13%
60+	3%	11%	32%	42%	11%
Has disability	4%	12%	24%	50%	12%
Has mentor	3%	10%	31%	47%	9%

Unequal Treatment towards South Asians

Q16f. Is there unequal treatment against each of the following groups at UCSF in general: South Asian (for example of Indian, Pakistani, Bangladeshi, or Sri Lankan heritage)

	Great deal	Just a little	None	Don't know	Great deal/some
Total	3%	8%	27%	51%	10%
Faculty	1%	13%	25%	48%	9%
Non-faculty academics	1%	7%	24%	57%	8%
Recall	0%	18%	31%	39%	6%
Staff	4%	7%	28%	50%	11%
Learners	2%	10%	25%	55%	7%
School of Medicine	2%	10%	24%	54%	8%
School of Dentistry	2%	7%	32%	47%	10%
School of Nursing	2%	8%	21%	59%	8%
School of Pharmacy	2%	7%	32%	50%	5%
Exec. Vice Chancellor	3%	8%	20%	60%	9%
Finance/Admin	4%	8%	31%	48%	11%
UCSF Health Staff	5%	7%	30%	47%	13%
Campus Staff	3%	8%	23%	57%	9%
Benioff Children's Hospital	5%	9%	26%	49%	13%
BCH Oakland	5%	8%	26%	51%	12%
BCH San Francisco	3%	12%	23%	48%	14%
Fresno	2%	3%	39%	52%	3%
VA	0%	14%	29%	46%	7%
ZSFG	3%	10%	19%	56%	10%
Women	3%	8%	25%	54%	10%
Men	4%	9%	33%	47%	10%
Trans/non-binary	4%	9%	14%	59%	15%
LGBQ+	3%	11%	20%	55%	11%
White	1%	7%	24%	60%	5%
Asian	5%	10%	32%	43%	14%
Hispanic	5%	8%	27%	52%	12%
Black/AA	4%	9%	24%	52%	12%
Native American	8%	4%	25%	46%	25%
Pacific Islander	9%	8%	37%	38%	17%
Multiracial	3%	11%	23%	53%	11%
Age: <30	3%	9%	26%	55%	7%
30-40	4%	9%	25%	53%	10%
40-50	4%	9%	28%	49%	11%
50-60	4%	7%	30%	48%	12%
60+	3%	9%	29%	48%	10%
Has disability	4%	11%	21%	54%	12%
Has mentor	3%	9%	28%	52%	9%

Unequal Treatment towards Southeast Asians

Q16g. Is there unequal treatment against each of the following groups at UCSF in general: Southeast Asian (for example of Vietnamese, Cambodian, Laotian, Thai, or Burmese heritage)

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	8%	26%	52%	11%
Faculty	2%	13%	21%	51%	11%
Non-faculty academics	1%	6%	23%	60%	8%
Recall	1%	14%	28%	45%	7%
Staff	5%	8%	27%	50%	12%
Learners	2%	8%	23%	57%	8%
School of Medicine	2%	9%	21%	56%	9%
School of Dentistry	2%	7%	30%	47%	10%
School of Nursing	2%	8%	19%	59%	8%
School of Pharmacy	2%	8%	32%	51%	5%
Exec. Vice Chancellor	3%	7%	18%	62%	10%
Finance/Admin	5%	7%	31%	47%	12%
UCSF Health Staff	5%	8%	30%	46%	13%
Campus Staff	3%	7%	22%	57%	10%
Benioff Children's Hospital	5%	9%	26%	49%	13%
BCH Oakland	5%	8%	27%	51%	12%
BCH San Francisco	3%	12%	23%	48%	14%
Fresno	2%	3%	35%	54%	4%
VA	1%	15%	22%	48%	10%
ZSFG	3%	10%	18%	56%	12%
Women	3%	8%	25%	54%	11%
Men	4%	8%	31%	48%	11%
Trans/non-binary	4%	9%	15%	58%	17%
LGBQ+	4%	10%	19%	55%	13%
White	1%	7%	23%	61%	5%
Asian	5%	9%	30%	44%	15%
Hispanic	5%	8%	28%	50%	12%
Black/AA	4%	9%	24%	52%	13%
Native American	13%	7%	21%	46%	22%
Pacific Islander	9%	9%	35%	37%	18%
Multiracial	4%	13%	21%	51%	13%
Age: <30	3%	8%	25%	56%	8%
30-40	4%	8%	24%	53%	11%
40-50	4%	8%	27%	49%	13%
50-60	4%	7%	29%	48%	13%
60+	3%	10%	27%	49%	11%
Has disability	4%	10%	19%	54%	14%
Has mentor	3%	9%	26%	53%	10%

Unequal Treatment towards Native Americans

Q16h. Is there unequal treatment against each of the following groups at UCSF in general: American Indian/Alaska Native

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	5%	22%	58%	11%
Faculty	3%	7%	19%	59%	10%
Non-faculty academics	2%	4%	18%	66%	9%
Recall	1%	6%	20%	60%	8%
Staff	5%	5%	24%	56%	11%
Learners	3%	4%	19%	64%	9%
School of Medicine	3%	5%	17%	64%	9%
School of Dentistry	2%	4%	28%	57%	7%
School of Nursing	4%	3%	16%	63%	12%
School of Pharmacy	4%	3%	27%	58%	8%
Exec. Vice Chancellor	4%	4%	16%	64%	13%
Finance/Admin	4%	5%	26%	56%	11%
UCSF Health Staff	5%	6%	27%	53%	12%
Campus Staff	4%	4%	18%	63%	10%
Benioff Children's Hospital	5%	7%	22%	56%	13%
BCH Oakland	5%	6%	22%	55%	12%
BCH San Francisco	4%	8%	19%	58%	13%
Fresno	2%	4%	31%	59%	2%
VA	2%	13%	16%	59%	9%
ZSFG	4%	6%	15%	62%	13%
Women	4%	5%	21%	61%	11%
Men	4%	6%	27%	56%	10%
Trans/non-binary	10%	4%	11%	62%	21%
LGBQ+	6%	6%	15%	62%	14%
White	2%	5%	20%	67%	6%
Asian	5%	5%	28%	54%	12%
Hispanic	6%	5%	23%	56%	15%
Black/AA	7%	8%	18%	57%	15%
Native American	18%	9%	19%	37%	30%
Pacific Islander	9%	6%	35%	43%	16%
Multiracial	5%	7%	16%	59%	15%
Age: <30	4%	5%	21%	61%	9%
30-40	4%	5%	21%	60%	10%
40-50	4%	6%	23%	56%	12%
50-60	4%	5%	25%	55%	12%
60+	4%	5%	23%	57%	11%
Has disability	6%	6%	16%	61%	14%
Has mentor	4%	5%	23%	60%	10%

Unequal Treatment towards Pacific Islanders

Q16i. Is there unequal treatment against each of the following groups at UCSF in general: Native Hawaiian/Pacific Islander

	Great deal	Just a little	None	Don't know	Great deal/some
Total	4%	6%	24%	56%	10%
Faculty	2%	9%	20%	58%	8%
Non-faculty academics	2%	3%	20%	66%	8%
Recall	1%	7%	22%	58%	7%
Staff	5%	7%	26%	53%	11%
Learners	2%	5%	21%	64%	7%
School of Medicine	2%	7%	19%	63%	8%
School of Dentistry	1%	5%	29%	52%	7%
School of Nursing	3%	4%	18%	64%	10%
School of Pharmacy	2%	4%	29%	57%	6%
Exec. Vice Chancellor	3%	5%	17%	65%	10%
Finance/Admin	5%	7%	28%	51%	11%
UCSF Health Staff	5%	7%	30%	49%	12%
Campus Staff	3%	6%	20%	61%	9%
Benioff Children's Hospital	5%	8%	25%	52%	12%
BCH Oakland	5%	6%	25%	54%	12%
BCH San Francisco	3%	11%	24%	51%	12%
Fresno	2%	3%	32%	59%	2%
VA	2%	16%	20%	52%	8%
ZSFG	3%	7%	16%	62%	10%
Women	3%	6%	23%	59%	10%
Men	4%	7%	29%	53%	10%
Trans/non-binary	4%	7%	13%	61%	17%
LGBQ+	4%	8%	18%	60%	12%
White	1%	5%	22%	64%	5%
Asian	5%	7%	29%	51%	12%
Hispanic	5%	7%	25%	55%	12%
Black/AA	5%	7%	22%	55%	14%
Native American	20%	9%	16%	45%	27%
Pacific Islander	9%	13%	37%	31%	18%
Multiracial	4%	10%	19%	57%	12%
Age: <30	3%	5%	23%	61%	7%
30-40	4%	6%	23%	58%	10%
40-50	4%	7%	25%	53%	12%
50-60	4%	6%	28%	52%	11%
60+	4%	8%	25%	53%	10%
Has disability	4%	7%	18%	60%	12%
Has mentor	3%	6%	25%	58%	8%

Opportunity to Participate in Meetings: People with Disabilities

Q17a. [FACULTY & STAFF] To what extent do you agree or disagree with the following:
Persons with disabilities do not have the same opportunities to participate in formal meetings where important business is transacted as others do

	Strongly agree/agree	Neutral	Strongly disagree/disagree	Don't know
Total	16%	17%	29%	35%
Faculty	20%	13%	27%	38%
Non-faculty academics	16%	11%	24%	46%
Recall	12%	23%	32%	30%
Staff	16%	18%	30%	34%
Learners	-	-	-	-
School of Medicine	18%	15%	25%	39%
School of Dentistry	14%	18%	27%	36%
School of Nursing	21%	16%	23%	37%
School of Pharmacy	13%	12%	29%	43%
Exec. Vice Chancellor	18%	18%	26%	36%
Finance/Admin	13%	20%	36%	29%
UCSF Health Staff	15%	18%	32%	33%
Campus Staff	17%	17%	26%	37%
Benioff Children's Hospital	16%	18%	29%	36%
BCH Oakland	15%	18%	30%	36%
BCH San Francisco	18%	19%	25%	36%
Fresno	7%	14%	43%	32%
VA	26%	14%	31%	27%
ZSFG	20%	17%	23%	38%
Women	17%	18%	27%	37%
Men	15%	16%	36%	31%
Trans/non-binary	27%	15%	14%	44%
LGBQ+	22%	15%	24%	38%
White	15%	14%	30%	39%
Asian	17%	19%	33%	30%
Hispanic	17%	20%	27%	35%
Black/AA	15%	19%	26%	38%
Native American	18%	14%	17%	43%
Pacific Islander	19%	27%	34%	20%
Multiracial	20%	18%	24%	38%
Age: <30	18%	15%	26%	37%
30-40	18%	16%	26%	36%
40-50	16%	17%	31%	34%
50-60	14%	18%	31%	34%
60+	13%	18%	34%	33%
Has disability	26%	20%	22%	31%
Has mentor	17%	15%	32%	35%

Opportunity to Participate in Meetings: Women

Q17b. [FACULTY & STAFF] To what extent do you agree or disagree with the following:
Women do not have the same opportunities to participate in formal meetings where
important business is transacted as others do

	Strongly agree/agree	Neutral	Strongly disagree/disagree	Don't know
Total	21%	19%	42%	16%
Faculty	33%	18%	39%	8%
Non-faculty academics	21%	14%	42%	20%
Recall	26%	12%	49%	9%
Staff	19%	19%	43%	17%
Learners	-	-	-	-
School of Medicine	26%	17%	41%	14%
School of Dentistry	20%	18%	39%	20%
School of Nursing	25%	22%	29%	22%
School of Pharmacy	16%	16%	45%	20%
Exec. Vice Chancellor	19%	20%	44%	15%
Finance/Admin	17%	19%	46%	15%
UCSF Health Staff	18%	20%	43%	17%
Campus Staff	20%	18%	42%	17%
Benioff Children's Hospital	17%	21%	40%	19%
BCH Oakland	17%	22%	38%	20%
BCH San Francisco	19%	20%	43%	16%
Fresno	9%	14%	57%	17%
VA	23%	23%	44%	8%
ZSFG	26%	20%	38%	14%
Women	23%	20%	39%	16%
Men	15%	15%	52%	17%
Trans/non-binary	26%	19%	31%	23%
LGBQ+	25%	16%	40%	17%
White	20%	16%	47%	15%
Asian	21%	20%	43%	15%
Hispanic	22%	22%	39%	16%
Black/AA	19%	21%	38%	20%
Native American	25%	24%	30%	17%
Pacific Islander	20%	25%	41%	13%
Multiracial	24%	21%	37%	17%
Age: <30	20%	16%	42%	19%
30-40	23%	19%	39%	16%
40-50	20%	20%	43%	16%
50-60	19%	19%	45%	15%
60+	18%	20%	44%	15%
Has disability	25%	23%	34%	17%
Has mentor	22%	17%	46%	14%

Opportunity to Participate in Meetings: People of Color

Q17c. [FACULTY & STAFF] To what extent do you agree or disagree with the following:
People of color including Blacks, Hispanics, and Native Americans do not have the same opportunities to participate in formal meetings where important business is transacted as others do

	Strongly agree/agree	Neutral	Strongly disagree/disagree	Don't know
Total	25%	16%	35%	22%
Faculty	34%	14%	33%	17%
Non-faculty academics	21%	11%	34%	31%
Recall	20%	20%	39%	18%
Staff	24%	16%	35%	22%
Learners	-	-	-	-
School of Medicine	29%	14%	32%	22%
School of Dentistry	26%	15%	33%	22%
School of Nursing	26%	19%	26%	26%
School of Pharmacy	20%	14%	36%	27%
Exec. Vice Chancellor	25%	18%	33%	23%
Finance/Admin	19%	18%	40%	20%
UCSF Health Staff	24%	17%	36%	22%
Campus Staff	25%	15%	33%	23%
Benioff Children's Hospital	26%	17%	32%	23%
BCH Oakland	28%	17%	32%	22%
BCH San Francisco	25%	18%	32%	24%
Fresno	12%	13%	49%	23%
VA	31%	20%	34%	14%
ZSFG	33%	17%	29%	20%
Women	26%	17%	32%	23%
Men	22%	16%	43%	18%
Trans/non-binary	42%	9%	18%	31%
LGBQ+	34%	13%	29%	23%
White	19%	13%	38%	27%
Asian	23%	19%	38%	20%
Hispanic	34%	17%	31%	17%
Black/AA	45%	16%	24%	14%
Native American	42%	8%	34%	12%
Pacific Islander	23%	24%	35%	17%
Multiracial	34%	16%	28%	20%
Age: <30	26%	13%	33%	26%
30-40	27%	16%	32%	23%
40-50	25%	16%	36%	21%
50-60	23%	18%	38%	20%
60+	23%	17%	37%	20%
Has disability	32%	17%	26%	24%
Has mentor	26%	14%	38%	21%

Preferential Treatment Regarding Salary

Q18a. [FACULTY & STAFF] Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories:

Salary/compensation

	Women some/most of the time	Neither	Men some/most of the time	Don't know	Women most	Men most
Total	5%	25%	29%	39%	2%	17%
Faculty	3%	25%	51%	19%	1%	26%
Non-faculty academics	2%	22%	27%	46%	1%	16%
Recall	5%	16%	49%	27%	1%	18%
Staff	5%	25%	25%	42%	2%	15%
Learners	-	-	-	-	-	-
School of Medicine	3%	21%	38%	34%	1%	21%
School of Dentistry	5%	18%	34%	40%	2%	18%
School of Nursing	4%	10%	47%	37%	1%	29%
School of Pharmacy	3%	26%	35%	34%	1%	19%
Exec. Vice Chancellor	4%	20%	34%	39%	1%	18%
Finance/Admin	6%	26%	26%	39%	3%	14%
UCSF Health Staff	6%	28%	22%	42%	2%	13%
Campus Staff	4%	20%	32%	41%	2%	19%
Benioff Children's Hosp.	5%	25%	24%	44%	2%	16%
BCH Oakland	4%	23%	25%	45%	2%	16%
BCH San Francisco	4%	27%	24%	43%	2%	17%
Fresno	2%	30%	24%	41%	0%	14%
VA	1%	24%	52%	19%	1%	24%
ZSFG	4%	20%	38%	35%	1%	21%
Women	4%	21%	35%	39%	1%	22%
Men	7%	36%	16%	40%	3%	5%
Trans/non-binary	6%	13%	34%	47%	3%	26%
LGBQ+	5%	22%	32%	39%	2%	18%
White	3%	26%	33%	36%	1%	17%
Asian	6%	29%	24%	40%	2%	13%
Hispanic	6%	22%	29%	42%	3%	20%
Black/AA	6%	17%	30%	44%	2%	23%
Native American	13%	12%	22%	49%	8%	17%
Pacific Islander	9%	29%	21%	40%	3%	12%
Multiracial	4%	22%	35%	38%	3%	20%
Age: <30	4%	23%	24%	47%	1%	13%
30-40	4%	26%	29%	38%	2%	17%
40-50	5%	26%	29%	38%	2%	18%
50-60	6%	25%	29%	38%	3%	17%
60+	6%	21%	31%	38%	1%	17%
Has disability	4%	21%	38%	36%	2%	24%
Has mentor	4%	26%	32%	36%	2%	17%

Preferential Treatment Regarding Leadership Positions

Q18b. [FACULTY & STAFF] Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories:

Opportunities to assume leadership positions

	Women some/most of the time	Neither	Men some/most of the time	Don't know	Women most	Men most
Total	8%	28%	30%	31%	3%	16%
Faculty	10%	22%	54%	12%	3%	28%
Non-faculty academics	4%	21%	34%	39%	1%	18%
Recall	11%	28%	40%	17%	3%	16%
Staff	8%	29%	26%	34%	3%	15%
Learners	-	-	-	-	-	-
School of Medicine	7%	23%	41%	26%	2%	22%
School of Dentistry	12%	20%	31%	34%	8%	18%
School of Nursing	9%	13%	45%	30%	2%	22%
School of Pharmacy	8%	29%	33%	28%	1%	17%
Exec. Vice Chancellor	8%	27%	33%	30%	3%	17%
Finance/Admin	10%	31%	24%	32%	4%	13%
UCSF Health Staff	9%	31%	23%	35%	4%	13%
Campus Staff	7%	25%	32%	33%	2%	18%
Benioff Children's Hosp.	10%	27%	25%	36%	4%	16%
BCH Oakland	10%	25%	24%	38%	4%	16%
BCH San Francisco	8%	28%	29%	33%	3%	18%
Fresno	3%	37%	24%	34%	0%	9%
VA	12%	14%	58%	13%	3%	20%
ZSFG	6%	25%	40%	27%	2%	22%
Women	6%	25%	36%	32%	2%	21%
Men	14%	37%	18%	30%	6%	7%
Trans/non-binary	7%	16%	41%	36%	4%	29%
LGBQ+	9%	26%	35%	28%	4%	20%
White	7%	29%	35%	28%	2%	17%
Asian	8%	31%	26%	34%	3%	14%
Hispanic	10%	26%	29%	34%	5%	18%
Black/AA	10%	21%	29%	36%	4%	22%
Native American	18%	15%	16%	47%	5%	11%
Pacific Islander	9%	35%	21%	35%	4%	13%
Multiracial	8%	25%	37%	30%	3%	21%
Age: <30	6%	26%	27%	39%	2%	15%
30-40	7%	28%	31%	32%	3%	17%
40-50	8%	28%	30%	31%	3%	17%
50-60	10%	29%	29%	29%	4%	16%
60+	12%	27%	30%	29%	4%	16%
Has disability	9%	22%	39%	28%	4%	24%
Has mentor	7%	29%	33%	29%	2%	18%

Preferential Treatment Regarding Promotions

Q18c. [FACULTY & STAFF] Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: Promotions

	Women some/most of the time	Neither	Men some/most of the time	Don't know	Women most	Men most
Total	7%	29%	26%	35%	3%	13%
Faculty	7%	29%	43%	18%	2%	20%
Non-faculty academics	2%	24%	29%	43%	1%	14%
Recall	11%	32%	35%	18%	3%	6%
Staff	8%	29%	23%	38%	3%	13%
Learners	-	-	-	-	-	-
School of Medicine	5%	26%	34%	31%	2%	16%
School of Dentistry	12%	21%	26%	38%	5%	12%
School of Nursing	5%	16%	41%	35%	0%	19%
School of Pharmacy	6%	29%	30%	33%	2%	13%
Exec. Vice Chancellor	6%	30%	28%	34%	2%	15%
Finance/Admin	10%	31%	22%	35%	4%	11%
UCSF Health Staff	8%	31%	20%	38%	4%	11%
Campus Staff	6%	25%	28%	37%	2%	15%
Benioff Children's Hosp.	7%	26%	22%	42%	3%	12%
BCH Oakland	8%	26%	21%	42%	3%	12%
BCH San Francisco	7%	24%	26%	41%	3%	15%
Fresno	1%	38%	18%	41%	0%	10%
VA	9%	24%	52%	11%	1%	14%
ZSFG	5%	25%	35%	33%	1%	17%
Women	5%	26%	32%	36%	2%	17%
Men	12%	39%	13%	34%	5%	4%
Trans/non-binary	5%	17%	34%	42%	4%	25%
LGBQ+	8%	28%	30%	33%	3%	15%
White	5%	30%	30%	32%	2%	13%
Asian	8%	33%	22%	36%	3%	11%
Hispanic	8%	27%	25%	39%	4%	15%
Black/AA	8%	21%	27%	41%	4%	20%
Native American	20%	14%	22%	44%	12%	15%
Pacific Islander	11%	34%	16%	39%	4%	9%
Multiracial	7%	26%	33%	33%	4%	17%
Age: <30	4%	27%	22%	45%	2%	11%
30-40	7%	29%	27%	35%	3%	14%
40-50	7%	30%	27%	33%	3%	14%
50-60	9%	30%	25%	32%	4%	12%
60+	10%	28%	27%	33%	3%	13%
Has disability	8%	23%	35%	32%	3%	19%
Has mentor	6%	30%	29%	33%	2%	14%

Preferential Treatment Regarding Hiring

Q18d. [FACULTY & STAFF] Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: Hiring decisions

	Women some/most of the time	Neither	Men some/most of the time	Don't know	Women most	Men most
Total	9%	35%	16%	37%	3%	8%
Faculty	11%	38%	28%	20%	4%	12%
Non-faculty academics	5%	32%	20%	41%	1%	8%
Recall	12%	40%	21%	23%	2%	6%
Staff	9%	34%	15%	39%	4%	7%
Learners	-	-	-	-	-	-
School of Medicine	9%	35%	22%	32%	2%	10%
School of Dentistry	13%	25%	17%	41%	6%	8%
School of Nursing	11%	27%	27%	32%	3%	10%
School of Pharmacy	10%	38%	16%	33%	4%	7%
Exec. Vice Chancellor	8%	37%	18%	35%	2%	8%
Finance/Admin	11%	37%	14%	35%	5%	7%
UCSF Health Staff	10%	35%	13%	40%	4%	7%
Campus Staff	9%	33%	17%	38%	3%	8%
Benioff Children's Hosp.	9%	30%	15%	43%	4%	7%
BCH Oakland	9%	29%	14%	45%	4%	7%
BCH San Francisco	10%	32%	18%	39%	4%	9%
Fresno	7%	39%	11%	40%	2%	6%
VA	17%	37%	25%	17%	2%	8%
ZSFG	6%	34%	24%	33%	1%	11%
Women	7%	34%	20%	38%	2%	10%
Men	15%	40%	9%	34%	6%	3%
Trans/non-binary	9%	25%	26%	39%	3%	17%
LGBQ+	10%	35%	20%	34%	5%	10%
White	8%	38%	18%	34%	2%	8%
Asian	10%	37%	14%	38%	4%	6%
Hispanic	11%	30%	18%	40%	4%	10%
Black/AA	11%	27%	16%	43%	4%	10%
Native American	10%	21%	18%	44%	8%	11%
Pacific Islander	12%	37%	9%	42%	5%	6%
Multiracial	9%	34%	22%	34%	4%	11%
Age: <30	8%	32%	14%	43%	3%	7%
30-40	8%	35%	17%	36%	3%	8%
40-50	9%	36%	17%	36%	4%	8%
50-60	11%	36%	16%	35%	4%	7%
60+	11%	33%	19%	35%	4%	8%
Has disability	10%	30%	22%	36%	4%	12%
Has mentor	8%	37%	18%	35%	3%	8%

Preferential Treatment Regarding Awards

Q18e. [FACULTY & STAFF] Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: Conferring of awards

	Women some/most of the time	Neither	Men some/most of the time	Don't know	Women most	Men most
Total	6%	32%	17%	42%	2%	9%
Faculty	7%	34%	35%	21%	2%	16%
Non-faculty academics	2%	25%	23%	47%	1%	10%
Recall	8%	42%	24%	20%	1%	7%
Staff	6%	32%	14%	45%	2%	7%
Learners	-	-	-	-	-	-
School of Medicine	5%	32%	24%	36%	2%	12%
School of Dentistry	7%	26%	18%	44%	3%	10%
School of Nursing	6%	25%	25%	41%	2%	13%
School of Pharmacy	5%	34%	23%	34%	2%	11%
Exec. Vice Chancellor	6%	30%	18%	44%	2%	10%
Finance/Admin	7%	34%	12%	44%	3%	6%
UCSF Health Staff	7%	33%	12%	46%	3%	7%
Campus Staff	5%	31%	17%	44%	2%	9%
Benioff Children's Hosp.	7%	28%	12%	51%	3%	8%
BCH Oakland	7%	27%	12%	52%	3%	8%
BCH San Francisco	6%	31%	13%	47%	2%	8%
Fresno	4%	38%	13%	42%	1%	4%
VA	5%	39%	34%	17%	1%	12%
ZSFG	4%	31%	23%	40%	1%	11%
Women	4%	30%	21%	43%	1%	11%
Men	10%	41%	8%	39%	4%	3%
Trans/non-binary	8%	16%	21%	54%	3%	14%
LGBQ+	6%	32%	19%	40%	3%	10%
White	5%	34%	19%	40%	2%	9%
Asian	7%	35%	15%	42%	2%	7%
Hispanic	7%	31%	15%	45%	3%	9%
Black/AA	6%	21%	18%	51%	2%	11%
Native American	13%	15%	19%	49%	8%	10%
Pacific Islander	12%	36%	10%	41%	6%	6%
Multiracial	6%	31%	22%	40%	3%	11%
Age: <30	4%	29%	16%	49%	1%	9%
30-40	6%	33%	17%	41%	2%	9%
40-50	6%	33%	17%	41%	3%	8%
50-60	8%	33%	16%	41%	3%	8%
60+	7%	33%	17%	40%	2%	9%
Has disability	6%	28%	23%	42%	2%	13%
Has mentor	6%	35%	19%	39%	2%	9%

Preferential Treatment Regarding Personal/Family Needs

Q18e. [FACULTY & STAFF] Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: Flexibility to meet personal or family needs

	Women some/most of the time	Neither	Men some/most of the time	Don't know	Women most	Men most
Total	17%	36%	9%	36%	6%	5%
Faculty	22%	38%	16%	21%	6%	7%
Non-faculty academics	11%	33%	10%	42%	3%	6%
Recall	23%	34%	10%	28%	4%	2%
Staff	16%	36%	7%	38%	6%	4%
Learners	-	-	-	-	-	-
School of Medicine	17%	34%	12%	34%	4%	6%
School of Dentistry	18%	30%	8%	41%	8%	5%
School of Nursing	18%	28%	13%	39%	3%	8%
School of Pharmacy	15%	40%	12%	30%	4%	7%
Exec. Vice Chancellor	16%	39%	7%	35%	4%	4%
Finance/Admin	17%	40%	5%	35%	7%	3%
UCSF Health Staff	17%	37%	7%	38%	6%	4%
Campus Staff	15%	34%	8%	40%	4%	5%
Benioff Children's Hosp.	15%	34%	7%	42%	6%	4%
BCH Oakland	14%	33%	7%	43%	6%	4%
BCH San Francisco	16%	37%	8%	38%	6%	5%
Fresno	15%	38%	3%	40%	2%	1%
VA	17%	36%	21%	22%	7%	8%
ZSFG	13%	33%	12%	39%	3%	6%
Women	14%	36%	10%	38%	4%	6%
Men	23%	39%	5%	33%	9%	2%
Trans/non-binary	15%	27%	13%	45%	5%	6%
LGBQ+	20%	33%	10%	36%	8%	5%
White	16%	38%	9%	34%	4%	4%
Asian	17%	38%	8%	36%	6%	4%
Hispanic	16%	33%	9%	41%	6%	6%
Black/AA	15%	30%	9%	42%	6%	6%
Native American	20%	28%	14%	35%	8%	3%
Pacific Islander	20%	34%	5%	41%	10%	3%
Multiracial	19%	36%	9%	35%	7%	5%
Age: <30	12%	31%	9%	45%	3%	5%
30-40	16%	36%	10%	35%	6%	5%
40-50	16%	38%	8%	35%	6%	4%
50-60	19%	37%	7%	35%	6%	4%
60+	21%	35%	7%	34%	6%	4%
Has disability	19%	33%	12%	35%	6%	7%
Has mentor	17%	38%	9%	34%	5%	4%

Mentorship

Q19. Do you currently have a mentor, that is, a person to whom you can turn for help with your professional or scholastic life?

	Yes	No, but I'd like one	No, but I don't need one
Total	47%	29%	23%
Faculty	67%	17%	15%
Non-faculty academics	70%	18%	10%
Recall	25%	6%	66%
Staff	35%	34%	29%
Learners	77%	20%	3%
School of Medicine	61%	24%	13%
School of Dentistry	39%	38%	22%
School of Nursing	59%	32%	9%
School of Pharmacy	56%	28%	14%
Exec. Vice Chancellor	63%	22%	14%
Finance/Admin	29%	32%	37%
UCSF Health Staff	33%	34%	32%
Campus Staff	38%	36%	25%
Benioff Children's Hospital	35%	32%	31%
BCH Oakland	33%	31%	34%
BCH San Francisco	42%	34%	23%
Fresno	49%	29%	20%
VA	54%	23%	23%
ZSFG	51%	29%	19%
Women	47%	31%	21%
Men	49%	25%	26%
Trans/non-binary	40%	44%	16%
LGBQ+	49%	30%	20%
White	52%	26%	22%
Asian	45%	31%	24%
Hispanic	46%	32%	22%
Black/AA	39%	37%	24%
Native American	34%	22%	44%
Pacific Islander	36%	32%	32%
Multiracial	51%	30%	18%
Age: <30	61%	30%	9%
30-40	53%	31%	15%
40-50	42%	31%	26%
50-60	32%	29%	38%
60+	27%	18%	52%
Has disability	43%	38%	19%
Has mentor	100%	0%	0%

Perceptions of Career Opportunities

Q23. Relative to my peers, I have had:

	Greater career opportunity and faster growth	Average opportunity and growth	Less opportunity and slower growth
Total	17%	64%	18%
Faculty	21%	61%	17%
Non-faculty academics	17%	65%	15%
Recall	20%	61%	14%
Staff	15%	63%	20%
Learners	20%	67%	11%
School of Medicine	18%	64%	16%
School of Dentistry	13%	60%	25%
School of Nursing	13%	69%	17%
School of Pharmacy	19%	63%	16%
Exec. Vice Chancellor	20%	64%	15%
Finance/Admin	16%	59%	24%
UCSF Health Staff	16%	64%	19%
Campus Staff	15%	61%	22%
Benioff Children's Hospital	11%	67%	21%
BCH Oakland	10%	68%	22%
BCH San Francisco	14%	66%	19%
Fresno	15%	65%	19%
VA	22%	58%	20%
ZSFG	19%	61%	19%
Women	15%	66%	19%
Men	21%	63%	16%
Trans/non-binary	15%	57%	28%
LGBQ+	17%	64%	18%
White	17%	67%	15%
Asian	19%	64%	17%
Hispanic	15%	63%	21%
Black/AA	12%	57%	30%
Native American	20%	64%	16%
Pacific Islander	27%	58%	15%
Multiracial	14%	67%	19%
Age: <30	17%	69%	13%
30-40	19%	63%	17%
40-50	16%	61%	21%
50-60	13%	62%	24%
60+	14%	63%	20%
Has disability	12%	60%	27%
Has mentor	24%	66%	9%

Experiences with Discrimination

Q31a-e. Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: gender, race/ethnicity, sexual orientation, gender identity or expression, or disability

% "YES"	Any of these	Gender	Race/ethnicity	Sexual orientation	Gender ID/ expression	Disability
Total	22%	12%	14%	2%	2%	3%
Faculty	29%	20%	15%	3%	2%	2%
Non-faculty academics	16%	9%	8%	0%	1%	2%
Recall	9%	5%	3%	1%	0%	2%
Staff	21%	10%	14%	3%	2%	4%
Learners	23%	15%	13%	2%	3%	4%
School of Medicine	22%	15%	12%	2%	2%	3%
School of Dentistry	23%	11%	17%	2%	3%	2%
School of Nursing	25%	12%	16%	3%	3%	5%
School of Pharmacy	14%	7%	8%	1%	1%	2%
Exec. Vice Chancellor	22%	14%	12%	3%	3%	5%
Finance/Admin	19%	9%	13%	3%	3%	3%
UCSF Health Staff	22%	11%	16%	3%	2%	4%
Campus Staff	19%	10%	11%	2%	2%	3%
Benioff Children's Hospital	23%	10%	16%	2%	2%	4%
BCH Oakland	22%	9%	15%	1%	2%	3%
BCH San Francisco	26%	13%	16%	3%	2%	5%
Fresno	12%	6%	5%	1%	2%	4%
VA	22%	12%	12%	1%	1%	3%
ZSFG	21%	12%	13%	2%	1%	3%
Women	24%	14%	14%	1%	2%	4%
Men	17%	7%	12%	4%	2%	3%
Trans/non-binary	52%	29%	21%	12%	31%	15%
LGBQ+	30%	17%	16%	9%	7%	7%
White	18%	13%	4%	2%	2%	4%
Asian	19%	9%	15%	2%	2%	2%
Hispanic	25%	13%	19%	3%	2%	4%
Black/AA	43%	14%	42%	3%	3%	5%
Native American	26%	13%	15%	7%	8%	8%
Pacific Islander	15%	6%	13%	3%	2%	5%
Multiracial	27%	15%	18%	3%	3%	5%
Age: <30	19%	11%	12%	2%	2%	3%
30-40	23%	14%	14%	3%	3%	3%
40-50	23%	12%	15%	3%	2%	4%
50-60	23%	11%	15%	2%	2%	4%
60+	17%	9%	11%	1%	1%	3%
Has disability	37%	19%	20%	5%	5%	15%
Has mentor	20%	13%	12%	2%	2%	3%

Experiences of Exclusionary Behavior

Q32. Within the past year, have you personally experienced any exclusionary (e.g. shunned, ignored), intimidating, offensive, and/or hostile (bullied, harassing) behavior at UCSF?

	Yes	No
Total	24%	73%
Faculty	24%	73%
Non-faculty academics	15%	83%
Recall	10%	84%
Staff	26%	70%
Learners	20%	78%
School of Medicine	20%	78%
School of Dentistry	26%	68%
School of Nursing	22%	76%
School of Pharmacy	14%	83%
Exec. Vice Chancellor	21%	78%
Finance/Admin	20%	75%
UCSF Health Staff	31%	66%
Campus Staff	19%	78%
Benioff Children's Hospital	35%	61%
BCH Oakland	32%	65%
BCH San Francisco	40%	55%
Fresno	20%	78%
VA	20%	79%
ZSFG	19%	77%
Women	26%	72%
Men	19%	79%
Trans/non-binary	38%	61%
LGBQ+	29%	70%
White	24%	75%
Asian	21%	77%
Hispanic	27%	70%
Black/AA	34%	62%
Native American	40%	47%
Pacific Islander	23%	74%
Multiracial	27%	72%
Age: <30	19%	79%
30-40	26%	72%
40-50	28%	68%
50-60	26%	71%
60+	20%	75%
Has disability	38%	61%
Has mentor	20%	78%

Frequency of Exclusionary Behavior

Q33. [IF Q32=YES, N=3,451] How frequently did you experience exclusion or hostility within the past year at UCSF?

	Once	Two or three times	Four to ten times	More than ten times
Total	18%	47%	21%	13%
Faculty	16%	51%	21%	11%
Non-faculty academics	23%	49%	21%	7%
Recall	18%	63%	18%	0%
Staff	17%	46%	22%	14%
Learners	22%	50%	19%	9%
School of Medicine	21%	47%	21%	10%
School of Dentistry	17%	41%	27%	15%
School of Nursing	18%	56%	22%	5%
School of Pharmacy	17%	54%	16%	12%
Exec. Vice Chancellor	19%	54%	15%	11%
Finance/Admin	18%	40%	21%	20%
UCSF Health Staff	16%	47%	22%	14%
Campus Staff	19%	43%	22%	15%
Benioff Children's Hospital	17%	45%	23%	15%
BCH Oakland	17%	42%	22%	19%
BCH San Francisco	17%	50%	22%	11%
Fresno	26%	41%	16%	17%
VA	17%	55%	17%	0%
ZSFG	15%	47%	23%	14%
Women	18%	48%	22%	12%
Men	19%	50%	19%	12%
Trans/non-binary	9%	48%	24%	19%
LGBQ+	16%	47%	23%	15%
White	16%	47%	24%	12%
Asian	21%	52%	17%	9%
Hispanic	17%	47%	22%	14%
Black/AA	15%	42%	25%	17%
Native American	47%	22%	23%	8%
Pacific Islander	30%	46%	10%	12%
Multiracial	13%	50%	24%	12%
Age: <30	23%	48%	18%	10%
30-40	17%	49%	23%	11%
40-50	17%	49%	19%	14%
50-60	16%	45%	21%	18%
60+	19%	41%	27%	12%
Has disability	14%	46%	23%	17%
Has mentor	20%	48%	21%	10%

Description of Exclusionary Behavior

Q34. [IF Q32=EXPERIENCED EXCLUSIONARY BEHAVIOR, N=3,451] How did you experience this [exclusionary behavior]? Select all that apply.

	Felt intimidated /bullied	Felt isolated/ excluded/ left out	Feared a low perform. eval	Inappropriate comments about appearance, culture, etc.	Singled out as spokesperson for identity group
Total	61%	52%	27%	26%	14%
Faculty	56%	57%	17%	23%	19%
Non-faculty academics	57%	60%	25%	23%	7%
Recall	27%	60%	8%	10%	0%
Staff	65%	50%	28%	24%	12%
Learners	51%	56%	31%	35%	24%
School of Medicine	57%	53%	27%	28%	18%
School of Dentistry	59%	60%	30%	35%	18%
School of Nursing	53%	57%	24%	29%	19%
School of Pharmacy	46%	67%	20%	30%	21%
Exec. Vice Chancellor	56%	53%	29%	29%	25%
Finance/Admin	54%	50%	30%	24%	9%
UCSF Health Staff	66%	50%	27%	23%	11%
Campus Staff	62%	51%	31%	26%	14%
Benioff Children's Hospital	70%	51%	22%	22%	11%
BCH Oakland	68%	49%	24%	20%	12%
BCH San Francisco	72%	53%	21%	24%	11%
Fresno	53%	60%	30%	20%	10%
VA	46%	52%	22%	14%	6%
ZSFG	62%	51%	25%	26%	18%
Women	64%	52%	27%	26%	14%
Men	57%	54%	29%	27%	16%
Trans/non-binary	54%	72%	28%	41%	40%
LGBQ+	62%	55%	30%	34%	21%
White	64%	50%	24%	21%	11%
Asian	61%	48%	28%	24%	12%
Hispanic	63%	57%	29%	30%	17%
Black/AA	52%	61%	30%	34%	26%
Native American	80%	79%	59%	23%	27%
Pacific Islander	63%	52%	27%	17%	15%
Multiracial	63%	54%	33%	31%	19%
Age: <30	58%	49%	29%	32%	21%
30-40	63%	54%	29%	29%	15%
40-50	62%	52%	24%	22%	13%
50-60	61%	52%	27%	21%	10%
60+	59%	45%	22%	16%	9%
Has disability	64%	61%	37%	31%	19%
Has mentor	59%	50%	23%	28%	18%

Basis of Exclusionary Behavior

Q35. [IF Q32=EXPERIENCED EXCLUSIONARY BEHAVIOR, N=3,451] What do you believe this conduct was based on? Select all that apply.

	Position	Race/ ethnicity	Gender	Age	Nationality/ immigration status	Disability
Total	48%	32%	27%	20%	12%	7%
Faculty	33%	34%	47%	22%	12%	3%
Non-faculty academics	61%	18%	36%	15%	24%	7%
Recall	45%	0%	10%	27%	0%	8%
Staff	51%	30%	22%	20%	10%	7%
Learners	42%	41%	40%	20%	18%	8%
School of Medicine	46%	33%	39%	20%	12%	5%
School of Dentistry	40%	34%	29%	25%	26%	2%
School of Nursing	47%	36%	24%	26%	14%	8%
School of Pharmacy	48%	32%	27%	24%	15%	1%
Exec. Vice Chancellor	39%	39%	33%	21%	12%	12%
Finance/Admin	44%	37%	23%	22%	11%	8%
UCSF Health Staff	50%	30%	20%	19%	11%	7%
Campus Staff	53%	31%	28%	22%	8%	6%
Benioff Children's Hospital	50%	27%	20%	18%	6%	7%
BCH Oakland	50%	27%	19%	18%	7%	7%
BCH San Francisco	50%	28%	25%	18%	6%	7%
Fresno	44%	18%	12%	26%	6%	14%
VA	27%	27%	25%	22%	18%	12%
ZSFG	47%	35%	30%	20%	7%	7%
Women	50%	30%	30%	22%	11%	7%
Men	45%	38%	20%	17%	14%	6%
Trans/non-binary	36%	23%	37%	8%	8%	15%
LGBQ+	45%	33%	32%	19%	11%	8%
White	48%	13%	32%	20%	4%	8%
Asian	50%	38%	26%	20%	17%	4%
Hispanic	51%	40%	26%	23%	16%	6%
Black/AA	38%	76%	22%	19%	15%	11%
Native American	37%	27%	38%	26%	22%	0%
Pacific Islander	58%	33%	5%	12%	23%	5%
Multiracial	46%	36%	29%	23%	10%	6%
Age: <30	48%	35%	30%	30%	9%	5%
30-40	50%	31%	30%	17%	14%	6%
40-50	50%	29%	25%	12%	10%	7%
50-60	42%	37%	24%	21%	11%	8%
60+	43%	29%	19%	36%	9%	8%
Has disability	46%	33%	30%	23%	12%	20%
Has mentor	48%	32%	33%	19%	11%	5%

Experiences of Unwanted Sexual Contact/Conduct

Q36. While a member of the UCSF community, have you experienced unwanted sexual contact/conduct by another member of the UCSF community? Mark all that apply.

	Yes to any	No
Total	3%	96%
Faculty	3%	96%
Non-faculty academics	2%	96%
Recall	1%	96%
Staff	3%	95%
Learners	2%	97%
School of Medicine	3%	96%
School of Dentistry	2%	97%
School of Nursing	2%	96%
School of Pharmacy	2%	95%
Exec. Vice Chancellor	4%	95%
Finance/Admin	2%	96%
UCSF Health Staff	3%	96%
Campus Staff	3%	95%
Benioff Children's Hospital	2%	96%
BCH Oakland	2%	96%
BCH San Francisco	3%	96%
Fresno	0%	100%
VA	2%	98%
ZSFG	3%	96%
Women	3%	96%
Men	2%	98%
Trans/non-binary	6%	92%
LGBQ+	4%	95%
White	3%	96%
Asian	2%	98%
Hispanic	3%	97%
Black/AA	3%	96%
Native American	7%	93%
Pacific Islander	2%	98%
Multiracial	5%	94%
Age: <30	3%	95%
30-40	3%	96%
40-50	3%	96%
50-60	3%	96%
60+	2%	96%
Has disability	6%	94%
Has mentor	2%	97%

UCSF Police: Honesty and Ethics

Q37a. Overall, the Campus Staff police/security at UCSF: Deals with me honestly and ethically

	Strongly agree/agree	Neither	Strongly disagree/disagree	Don't know
Total	46%	17%	4%	31%
Faculty	48%	11%	2%	36%
Non-faculty academics	51%	12%	3%	30%
Recall	47%	20%	2%	27%
Staff	47%	19%	4%	28%
Learners	42%	11%	5%	39%
School of Medicine	44%	14%	3%	37%
School of Dentistry	47%	15%	2%	33%
School of Nursing	32%	12%	4%	49%
School of Pharmacy	49%	10%	3%	34%
Exec. Vice Chancellor	38%	14%	8%	40%
Finance/Admin	57%	15%	3%	21%
UCSF Health Staff	49%	20%	4%	24%
Campus Staff	43%	16%	3%	34%
Benioff Children's Hospital	45%	23%	6%	24%
BCH Oakland	44%	22%	5%	25%
BCH San Francisco	48%	22%	6%	23%
Fresno	45%	12%	2%	38%
VA	45%	8%	1%	40%
ZSFG	37%	14%	4%	41%
Women	46%	17%	4%	32%
Men	51%	16%	4%	28%
Trans/non-binary	22%	17%	16%	44%
LGBQ+	40%	17%	7%	36%
White	47%	14%	3%	34%
Asian	51%	17%	3%	28%
Hispanic	46%	20%	5%	28%
Black/AA	39%	22%	7%	30%
Native American	45%	24%	11%	20%
Pacific Islander	50%	21%	3%	25%
Multiracial	38%	16%	6%	38%
Age: <30	41%	15%	5%	37%
30-40	46%	16%	4%	32%
40-50	49%	17%	4%	29%
50-60	49%	19%	3%	27%
60+	50%	18%	3%	27%
Has disability	38%	20%	8%	33%
Has mentor	50%	13%	3%	33%

UCSF Police: Concern for People's Rights

Q37b. Overall, the Campus Staff police/security at UCSF: Shows concern for people's rights

	Strongly agree/agree	Neither	Strongly disagree/disagree	Don't know
Total	45%	18%	6%	29%
Faculty	45%	13%	5%	34%
Non-faculty academics	46%	16%	5%	30%
Recall	41%	22%	3%	30%
Staff	47%	20%	6%	26%
Learners	39%	14%	8%	37%
School of Medicine	42%	15%	5%	34%
School of Dentistry	45%	18%	3%	30%
School of Nursing	34%	11%	6%	47%
School of Pharmacy	48%	11%	5%	32%
Exec. Vice Chancellor	34%	17%	11%	37%
Finance/Admin	59%	15%	3%	20%
UCSF Health Staff	48%	22%	6%	23%
Campus Staff	44%	17%	5%	32%
Benioff Children's Hospital	41%	25%	9%	23%
BCH Oakland	41%	26%	7%	23%
BCH San Francisco	42%	23%	13%	21%
Fresno	49%	15%	0%	34%
VA	46%	12%	0%	38%
ZSFG	36%	16%	8%	37%
Women	44%	19%	6%	30%
Men	50%	17%	5%	27%
Trans/non-binary	22%	18%	21%	38%
LGBQ+	37%	19%	10%	33%
White	44%	16%	6%	33%
Asian	52%	19%	4%	25%
Hispanic	43%	21%	8%	27%
Black/AA	40%	22%	9%	28%
Native American	47%	23%	9%	21%
Pacific Islander	50%	23%	4%	21%
Multiracial	38%	16%	8%	36%
Age: <30	41%	16%	8%	33%
30-40	43%	18%	6%	30%
40-50	47%	18%	5%	27%
50-60	49%	19%	4%	26%
60+	49%	19%	4%	26%
Has disability	36%	21%	11%	31%
Has mentor	47%	15%	6%	30%

UCSF Police: Can be Trusted

Q37c. Overall, the Campus Staff police/security at UCSF: Can be trusted to have my best interests in mind

	Strongly agree/agree	Neither	Strongly disagree/disagree	Don't know
Total	47%	18%	8%	25%
Faculty	49%	13%	6%	30%
Non-faculty academics	49%	16%	7%	26%
Recall	47%	23%	2%	23%
Staff	48%	19%	7%	23%
Learners	43%	13%	10%	32%
School of Medicine	45%	16%	7%	30%
School of Dentistry	50%	16%	4%	26%
School of Nursing	37%	14%	7%	41%
School of Pharmacy	52%	9%	7%	29%
Exec. Vice Chancellor	37%	14%	15%	31%
Finance/Admin	59%	15%	5%	18%
UCSF Health Staff	49%	21%	8%	20%
Campus Staff	46%	17%	6%	28%
Benioff Children's Hospital	43%	24%	11%	19%
BCH Oakland	41%	26%	10%	21%
BCH San Francisco	47%	21%	14%	17%
Fresno	46%	14%	1%	34%
VA	46%	18%	1%	31%
ZSFG	39%	16%	9%	34%
Women	47%	18%	7%	26%
Men	52%	17%	7%	23%
Trans/non-binary	21%	15%	31%	32%
LGBQ+	38%	17%	14%	29%
White	48%	15%	7%	29%
Asian	53%	19%	5%	22%
Hispanic	46%	20%	10%	23%
Black/AA	38%	21%	14%	25%
Native American	38%	25%	16%	21%
Pacific Islander	50%	24%	4%	21%
Multiracial	40%	18%	11%	30%
Age: <30	42%	16%	10%	30%
30-40	46%	17%	8%	26%
40-50	50%	18%	6%	24%
50-60	50%	19%	6%	23%
60+	51%	20%	5%	21%
Has disability	37%	21%	14%	27%
Has mentor	50%	15%	7%	26%

Value of Climate Initiatives (Table 1)

Q38a-e. For each of the following initiatives, please mark whether you believe it is very valuable, somewhat valuable, has no impact or is harmful to the climate at UCSF.

<i>% "VERY VALUABLE"</i>	[STAFF] Career development opportunities for staff	[FACULTY ONLY] Mentors for new faculty	Counseling for those who experienced sexual harassment	Providing affordable childcare	Counseling for those who experienced racial harassment
Total	71%	71%	69%	68%	65%
Faculty	-	73%	69%	75%	63%
Non-faculty academics	-	66%	71%	75%	67%
Recall	-	69%	60%	67%	58%
Staff	71%	-	68%	64%	65%
Learners	-	-	73%	75%	69%
School of Medicine	73%	71%	71%	74%	66%
School of Dentistry	62%	69%	62%	60%	59%
School of Nursing	65%	78%	71%	71%	67%
School of Pharmacy	72%	71%	72%	67%	68%
Exec. Vice Chancellor	74%	72%	73%	73%	67%
Finance/Admin	67%	-	66%	55%	61%
UCSF Health Staff	71%	-	67%	63%	65%
Campus Staff	72%	-	69%	66%	65%
Benioff Children's Hospital	73%	-	68%	65%	65%
BCH Oakland	72%	56%	68%	63%	64%
BCH San Francisco	74%	-	68%	70%	66%
Fresno	72%	100%	72%	67%	68%
VA	74%	76%	65%	76%	63%
ZSFG	74%	71%	72%	72%	66%
Women	75%	75%	73%	72%	70%
Men	68%	71%	67%	65%	62%
Trans/non-binary	69%	64%	68%	71%	63%
LGBQ+	72%	69%	72%	69%	69%
White	74%	73%	73%	72%	68%
Asian	70%	68%	67%	66%	64%
Hispanic	76%	84%	72%	71%	69%
Black/AA	73%	78%	71%	67%	68%
Native American	59%	50%	58%	58%	60%
Pacific Islander	77%	100%	72%	66%	67%
Multiracial	76%	71%	75%	74%	71%
Age: <30	74%	70%	75%	73%	71%
30-40	74%	72%	69%	73%	65%
40-50	72%	73%	67%	66%	65%
50-60	67%	70%	65%	58%	61%
60+	66%	68%	66%	58%	63%
Has disability	75%	74%	72%	72%	68%
Has mentor	77%	75%	74%	75%	70%

Value of Climate Initiatives (Table 2)

Q38a-e. For each of the following initiatives, please mark whether you believe it is very valuable, somewhat valuable, has no impact or is harmful to the climate at UCSF.

<i>% "VERY VALUABLE"</i>	Recruitment process to minimize unconscious bias in hiring	Providing faculty with supervisory training	Diversity & equity training for students/ trainees	Required diversity training for all employees	Creating a Safety Task Force
Total	59%	58%	55%	54%	54%
Faculty	54%	47%	48%	45%	43%
Non-faculty academics	58%	59%	51%	51%	50%
Recall	38%	42%	42%	40%	34%
Staff	59%	59%	57%	58%	55%
Learners	62%	58%	52%	49%	54%
School of Medicine	59%	57%	52%	50%	52%
School of Dentistry	52%	53%	50%	49%	47%
School of Nursing	59%	55%	54%	52%	54%
School of Pharmacy	60%	56%	53%	52%	54%
Exec. Vice Chancellor	60%	60%	50%	50%	47%
Finance/Admin	54%	55%	52%	55%	51%
UCSF Health Staff	59%	58%	58%	59%	56%
Campus Staff	59%	61%	55%	56%	53%
Benioff Children's Hospital	59%	60%	57%	58%	56%
BCH Oakland	56%	57%	55%	57%	56%
BCH San Francisco	62%	61%	58%	57%	56%
Fresno	54%	58%	52%	53%	54%
VA	53%	48%	41%	37%	38%
ZSFG	61%	60%	56%	55%	58%
Women	64%	62%	60%	60%	58%
Men	54%	54%	50%	48%	48%
Trans/non-binary	63%	62%	49%	55%	51%
LGBQ+	64%	60%	56%	56%	54%
White	60%	58%	53%	52%	52%
Asian	59%	58%	55%	55%	55%
Hispanic	65%	64%	63%	63%	59%
Black/AA	68%	62%	63%	64%	63%
Native American	59%	62%	62%	59%	57%
Pacific Islander	64%	64%	64%	70%	62%
Multiracial	64%	60%	59%	55%	56%
Age: <30	63%	59%	56%	55%	56%
30-40	61%	59%	55%	54%	54%
40-50	59%	58%	55%	56%	52%
50-60	56%	55%	53%	55%	52%
60+	53%	52%	50%	52%	52%
Has disability	63%	60%	55%	56%	53%
Has mentor	64%	61%	58%	57%	57%

Value of Climate Initiatives (Table 3)

Q38a-e. For each of the following initiatives, please mark whether you believe it is very valuable, somewhat valuable, has no impact or is harmful to the climate at UCSF.

	Person to address student/ trainees' complaints of bias	Providing faculty with toolkits to create an inclusive classroom env.	Inc. diversity- related contributions as a criteria for hiring	Holding town halls about UCSF's plan to dismantle systemic racism
<i>% "VERY VALUABLE"</i>				
Total	53%	50%	49%	40%
Faculty	48%	43%	42%	26%
Non-faculty academics	55%	53%	42%	37%
Recall	40%	27%	37%	20%
Staff	52%	50%	49%	44%
Learners	58%	54%	53%	37%
School of Medicine	53%	50%	49%	36%
School of Dentistry	53%	51%	43%	36%
School of Nursing	56%	57%	53%	41%
School of Pharmacy	56%	55%	46%	35%
Exec. Vice Chancellor	55%	51%	49%	36%
Finance/Admin	46%	46%	42%	41%
UCSF Health Staff	52%	50%	50%	45%
Campus Staff	52%	51%	48%	42%
Benioff Children's Hospital	52%	50%	50%	42%
BCH Oakland	51%	48%	49%	41%
BCH San Francisco	55%	52%	50%	43%
Fresno	48%	50%	39%	40%
VA	41%	38%	42%	32%
ZSFG	53%	50%	54%	41%
Women	56%	55%	53%	43%
Men	49%	44%	44%	37%
Trans/non-binary	56%	57%	61%	40%
LGBQ+	55%	51%	55%	41%
White	52%	48%	45%	36%
Asian	53%	51%	50%	42%
Hispanic	58%	57%	60%	49%
Black/AA	58%	57%	62%	53%
Native American	55%	53%	58%	48%
Pacific Islander	58%	61%	58%	60%
Multiracial	56%	54%	50%	40%
Age: <30	57%	57%	55%	43%
30-40	54%	51%	50%	38%
40-50	52%	49%	47%	41%
50-60	48%	45%	44%	41%
60+	48%	42%	42%	38%
Has disability	55%	51%	51%	39%
Has mentor	57%	55%	53%	43%

Participation in Anti-racism Efforts

Q39. How much have you participated in UCSF's efforts to create a climate of anti-racism?

	A great deal	Some	Just a little	Not at all
Total	16%	44%	21%	16%
Faculty	25%	53%	16%	4%
Non-faculty academics	12%	44%	25%	16%
Recall	11%	42%	26%	16%
Staff	16%	42%	20%	19%
Learners	10%	46%	28%	14%
School of Dentistry	15%	47%	23%	12%
School of Medicine	16%	40%	23%	17%
School of Nursing	15%	48%	22%	12%
School of Pharmacy	11%	43%	25%	17%
Exec. Vice Chancellor	13%	44%	24%	16%
Finance/Admin	19%	40%	19%	18%
UCSF Health Staff	16%	42%	19%	20%
Campus Staff	17%	42%	22%	17%
Benioff Children's Hospital	16%	45%	18%	18%
BCH Oakland	18%	41%	17%	20%
BCH San Francisco	13%	51%	21%	13%
Fresno	13%	44%	22%	16%
VA	18%	48%	21%	7%
ZSFG	20%	49%	20%	11%
Women	16%	45%	22%	17%
Men	15%	45%	22%	17%
Trans/non-binary	25%	45%	15%	13%
LGBQ+	20%	48%	19%	13%
White	14%	52%	22%	11%
Asian	13%	41%	24%	20%
Hispanic	21%	41%	18%	19%
Black/AA	25%	32%	16%	24%
Native American	34%	49%	3%	13%
Pacific Islander	19%	32%	17%	30%
Multiracial	18%	43%	21%	16%
Age: <30	11%	46%	24%	16%
30-40	15%	44%	23%	16%
40-50	18%	44%	20%	17%
50-60	20%	43%	18%	17%
60+	19%	42%	19%	18%
Has disability	18%	49%	19%	13%
Has mentor	17%	48%	21%	12%

Working/Learning Situation: In-person/Remote/Hybrid

Q52. Right now, what best describes your learning or working situation?

	Exclusively in-person	Exclusively remote	Hybrid schedule
Total	40%	19%	38%
Faculty	19%	12%	65%
Non-faculty academics	45%	15%	37%
Recall	3%	42%	50%
Staff	47%	22%	27%
Learners	27%	9%	61%
School of Medicine	27%	18%	52%
School of Dentistry	39%	8%	48%
School of Nursing	3%	38%	55%
School of Pharmacy	19%	13%	64%
Exec. Vice Chancellor	19%	32%	47%
Finance/Admin	33%	44%	19%
UCSF Health Staff	60%	13%	24%
Campus Staff	24%	38%	34%
Benioff Children's Hospital	64%	7%	26%
BCH Oakland	64%	7%	26%
BCH San Francisco	75%	3%	19%
Fresno	21%	39%	40%
VA	22%	14%	58%
ZSFG	29%	22%	47%
Women	41%	20%	38%
Men	42%	17%	41%
Trans/non-binary	34%	19%	42%
LGBQ+	37%	20%	41%
White	36%	22%	41%
Asian	45%	16%	38%
Hispanic	43%	18%	39%
Black/AA	43%	21%	33%
Native American	54%	15%	28%
Pacific Islander	56%	22%	21%
Multiracial	40%	17%	41%
Age: <30	36%	10%	51%
30-40	44%	16%	36%
40-50	40%	22%	35%
50-60	40%	25%	32%
60+	34%	28%	35%
Has disability	37%	21%	40%
Has mentor	35%	17%	46%

Faculty/Academics: Career Satisfaction

Q1. Thinking overall, how satisfied are you with your career at UCSF?

	Very satisfied/ fairly satisfied	Neutral	Very dissatisfied/ fairly dissatisfied	Very satisfied	Very dissatisfied
Faculty	74%	15%	10%	25%	2%
Non-faculty academics	73%	20%	7%	26%	1%
Recall	89%	6%	4%	59%	0%
Series: Adjunct	74%	17%	9%	20%	1%
Clinical	76%	14%	10%	32%	2%
HS Clinical	72%	17%	11%	21%	3%
In Residence	76%	13%	9%	26%	2%
Ladder Rank	76%	13%	11%	32%	2%
Rank: Instructor	67%	22%	11%	22%	2%
Assistant	72%	17%	10%	17%	1%
Associate	71%	18%	11%	21%	1%
Full	78%	11%	11%	35%	4%
School of Medicine	74%	15%	10%	25%	2%
School of Dentistry	65%	15%	20%	19%	11%
School of Nursing	69%	24%	7%	11%	0%
School of Pharmacy	78%	15%	7%	42%	2%
BCH Oakland	45%	32%	23%	6%	9%
VA	88%	7%	5%	40%	2%
ZSFG	75%	14%	11%	26%	2%
Women	74%	15%	10%	22%	1%
Men	77%	14%	9%	31%	3%
LGBTQ+	67%	18%	14%	25%	6%
White	78%	14%	8%	28%	2%
Asian	72%	18%	10%	23%	2%
Hispanic	77%	9%	14%	29%	3%
Black/AA	76%	12%	12%	26%	3%
Multiracial	68%	19%	13%	19%	2%
Age: <40	74%	16%	8%	20%	1%
40-49	73%	17%	10%	22%	2%
50-59	72%	12%	15%	28%	4%
60+	78%	13%	9%	39%	5%
Has disability	64%	19%	16%	18%	1%
Has mentor	79%	13%	8%	26%	1%

Faculty/Academics: Stay at UCSF

Q2. Would you like to stay at UCSF for the rest of your career?

	Yes	No	Undecided
Faculty	44%	10%	46%
Non-faculty academics	38%	25%	36%
Recall	90%	2%	8%
Series: Adjunct	46%	10%	43%
Clinical	49%	10%	41%
HS Clinical	38%	10%	51%
In Residence	48%	7%	42%
Ladder Rank	48%	9%	43%
Rank: Instructor	35%	14%	51%
Assistant	30%	13%	56%
Associate	42%	7%	50%
Full	59%	8%	33%
School of Medicine	44%	10%	45%
School of Dentistry	34%	11%	55%
School of Nursing	40%	5%	56%
School of Pharmacy	49%	8%	43%
BCH Oakland	43%	12%	46%
VA	60%	14%	26%
ZSFG	41%	11%	48%
Women	42%	10%	48%
Men	51%	9%	40%
LGBTQ+	39%	12%	49%
White	50%	10%	40%
Asian	39%	10%	51%
Hispanic	50%	12%	39%
Black/AA	38%	10%	52%
Multiracial	37%	6%	56%
Age: <40	29%	14%	56%
40-49	40%	8%	52%
50-59	51%	9%	39%
60+	76%	6%	18%
Has disability	35%	13%	52%
Has mentor	44%	9%	47%

Faculty/Academics: Work Support**Q26a. As a UCSF employee: I have adequate support to do my job**

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	42%	17%	40%	10%	13%
Non-faculty academics	69%	16%	12%	21%	1%
Recall	55%	14%	26%	16%	4%
Series: Adjunct	43%	22%	35%	12%	11%
Clinical	41%	13%	44%	9%	16%
HS Clinical	43%	17%	39%	9%	13%
In Residence	41%	16%	42%	10%	10%
Ladder Rank	42%	15%	41%	13%	16%
Rank: Instructor	56%	12%	33%	13%	11%
Assistant	45%	18%	37%	10%	12%
Associate	37%	18%	43%	7%	13%
Full	41%	15%	42%	11%	15%
School of Medicine	43%	17%	39%	10%	13%
School of Dentistry	21%	20%	58%	7%	29%
School of Nursing	33%	16%	50%	6%	14%
School of Pharmacy	41%	21%	38%	8%	15%
BCH Oakland	18%	16%	66%	1%	28%
VA	53%	11%	36%	10%	12%
ZSFG	48%	15%	35%	11%	10%
Women	37%	17%	45%	8%	14%
Men	48%	18%	34%	12%	10%
LGBTQ+	40%	15%	45%	9%	12%
White	44%	16%	40%	9%	13%
Asian	41%	19%	39%	9%	10%
Hispanic	39%	21%	40%	15%	11%
Black/AA	43%	17%	39%	14%	7%
Multiracial	45%	12%	42%	8%	19%
Age: <40	49%	16%	34%	11%	11%
40-49	39%	18%	43%	9%	13%
50-59	37%	17%	45%	9%	18%
60+	44%	15%	40%	13%	12%
Has disability	28%	16%	56%	5%	24%
Has mentor	46%	17%	37%	11%	10%

Faculty/Academics: Comfort with Workload

Q26b. As a UCSF employee: I am comfortable with my workload

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	42%	16%	42%	9%	14%
Non-faculty academics	64%	16%	18%	20%	4%
Recall	63%	12%	18%	20%	3%
Series: Adjunct	44%	17%	39%	7%	13%
Clinical	35%	17%	47%	9%	15%
HS Clinical	43%	16%	41%	8%	14%
In Residence	44%	13%	41%	12%	11%
Ladder Rank	44%	14%	41%	15%	17%
Rank: Instructor	52%	17%	31%	9%	6%
Assistant	43%	16%	41%	9%	13%
Associate	39%	15%	44%	7%	15%
Full	41%	16%	42%	11%	15%
School of Medicine	43%	16%	40%	10%	13%
School of Dentistry	27%	14%	59%	8%	31%
School of Nursing	26%	14%	60%	2%	21%
School of Pharmacy	43%	18%	39%	10%	12%
BCH Oakland	31%	15%	53%	3%	10%
VA	42%	25%	33%	11%	10%
ZSFG	46%	13%	40%	11%	11%
Women	38%	14%	47%	6%	16%
Men	47%	17%	36%	13%	12%
LGBTQ+	41%	15%	44%	11%	16%
White	42%	16%	43%	8%	15%
Asian	45%	18%	37%	9%	10%
Hispanic	42%	15%	43%	15%	13%
Black/AA	44%	12%	44%	11%	13%
Multiracial	37%	14%	48%	10%	20%
Age: <40	48%	15%	37%	9%	10%
40-49	38%	16%	45%	8%	15%
50-59	34%	17%	48%	8%	18%
60+	48%	15%	35%	14%	11%
Has disability	26%	13%	61%	3%	26%
Has mentor	43%	16%	41%	9%	12%

Faculty/Academics: Guidance from Colleagues

Q26c. As a UCSF employee: I have colleagues/coworkers who give me job/career advice or guidance when I need it

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	73%	14%	13%	25%	3%
Non-faculty academics	72%	15%	11%	26%	2%
Recall	60%	24%	9%	20%	3%
Series: Adjunct	71%	14%	14%	23%	3%
Clinical	71%	13%	14%	26%	3%
HS Clinical	76%	12%	12%	26%	4%
In Residence	74%	13%	11%	24%	2%
Ladder Rank	62%	20%	16%	23%	6%
Rank: Instructor	83%	10%	6%	22%	3%
Assistant	81%	9%	10%	29%	2%
Associate	71%	15%	14%	23%	4%
Full	65%	18%	16%	23%	5%
School of Medicine	74%	12%	13%	26%	3%
School of Dentistry	47%	35%	18%	14%	6%
School of Nursing	70%	20%	11%	17%	0%
School of Pharmacy	61%	18%	20%	27%	8%
BCH Oakland	61%	18%	21%	10%	7%
VA	81%	6%	12%	27%	2%
ZSFG	80%	7%	12%	26%	3%
Women	75%	13%	12%	27%	3%
Men	72%	15%	13%	24%	4%
LGBTQ+	72%	16%	12%	28%	2%
White	75%	13%	12%	26%	3%
Asian	71%	15%	14%	24%	3%
Hispanic	77%	11%	13%	26%	3%
Black/AA	74%	16%	10%	32%	4%
Multiracial	74%	12%	13%	27%	5%
Age: <40	84%	7%	8%	30%	2%
40-49	76%	13%	11%	26%	2%
50-59	62%	17%	20%	22%	6%
60+	55%	27%	17%	15%	5%
Has disability	68%	17%	15%	18%	5%
Has mentor	84%	10%	7%	32%	1%

Faculty/Academics: Inclusion in Career Opportunities

Q28a. As a faculty member at UCSF, I feel (or felt): My colleagues include me in opportunities that will help my career as much as they do others in my position

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	53%	27%	18%	13%	4%
Non-faculty academics	36%	40%	9%	9%	2%
Recall	47%	33%	13%	11%	3%
Series: Adjunct	47%	27%	22%	13%	4%
Clinical	55%	28%	15%	17%	4%
HS Clinical	56%	26%	17%	12%	3%
In Residence	49%	29%	18%	11%	4%
Ladder Rank	49%	27%	21%	12%	7%
Rank: Instructor	53%	29%	12%	7%	1%
Assistant	56%	25%	17%	15%	3%
Associate	52%	26%	21%	11%	3%
Full	51%	29%	18%	14%	5%
School of Medicine	53%	27%	17%	13%	4%
School of Dentistry	39%	27%	33%	13%	8%
School of Nursing	51%	30%	19%	6%	5%
School of Pharmacy	49%	24%	26%	16%	8%
BCH Oakland	49%	28%	23%	5%	4%
VA	61%	16%	15%	12%	4%
ZSFG	54%	26%	18%	11%	4%
Women	52%	27%	21%	12%	4%
Men	58%	26%	15%	14%	4%
LGBTQ+	55%	27%	19%	12%	3%
White	58%	26%	16%	15%	4%
Asian	48%	28%	24%	13%	4%
Hispanic	53%	31%	16%	9%	3%
Black/AA	57%	23%	20%	10%	5%
Multiracial	52%	29%	15%	12%	3%
Age: <40	58%	24%	14%	16%	2%
40-49	54%	26%	19%	11%	3%
50-59	45%	29%	25%	13%	8%
60+	50%	34%	15%	13%	3%
Has disability	48%	29%	23%	12%	5%
Has mentor	60%	25%	14%	15%	2%

Faculty/Academics: Clarity of Advancement/Promotion Process

Q28b. As a faculty member at UCSF, I feel (or felt): The advancement/promotion process is clear

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	52%	19%	27%	11%	7%
Non-faculty academics	29%	35%	21%	6%	6%
Recall	56%	21%	17%	16%	1%
Series: Adjunct	45%	18%	34%	6%	11%
Clinical	57%	17%	23%	17%	6%
HS Clinical	47%	24%	28%	7%	6%
In Residence	56%	16%	23%	12%	7%
Ladder Rank	61%	12%	26%	17%	9%
Rank: Instructor	32%	28%	35%	0%	11%
Assistant	42%	21%	34%	8%	10%
Associate	50%	20%	28%	10%	7%
Full	64%	16%	19%	16%	4%
School of Medicine	51%	20%	27%	11%	7%
School of Dentistry	50%	20%	31%	10%	14%
School of Nursing	43%	21%	35%	7%	11%
School of Pharmacy	77%	7%	16%	22%	5%
BCH Oakland	36%	20%	42%	2%	11%
VA	51%	14%	26%	7%	9%
ZSFG	54%	19%	24%	11%	7%
Women	49%	21%	30%	9%	8%
Men	60%	18%	22%	13%	6%
LGBTQ+	45%	25%	28%	11%	7%
White	57%	18%	24%	11%	6%
Asian	52%	21%	27%	11%	6%
Hispanic	40%	23%	37%	8%	11%
Black/AA	33%	22%	44%	1%	11%
Multiracial	46%	21%	29%	11%	9%
Age: <40	44%	21%	30%	8%	9%
40-49	51%	19%	29%	12%	7%
50-59	59%	16%	24%	14%	8%
60+	58%	22%	19%	11%	3%
Has disability	41%	22%	37%	8%	10%
Has mentor	53%	19%	27%	11%	7%

Faculty/Academics: Equity of Advancement/Promotion Process

Q28c. As a faculty member at UCSF, I feel (or felt): The advancement/promotion standards are applied equally to all faculty

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	38%	29%	30%	9%	8%
Non-faculty academics	25%	48%	11%	7%	4%
Recall	36%	37%	21%	5%	3%
Series: Adjunct	31%	34%	31%	4%	9%
Clinical	43%	24%	32%	15%	9%
HS Clinical	39%	33%	27%	7%	5%
In Residence	36%	28%	32%	10%	7%
Ladder Rank	40%	19%	39%	12%	13%
Rank: Instructor	33%	43%	18%	1%	3%
Assistant	32%	34%	32%	5%	9%
Associate	36%	32%	32%	8%	8%
Full	46%	22%	30%	14%	7%
School of Medicine	38%	30%	30%	9%	7%
School of Dentistry	30%	32%	35%	11%	15%
School of Nursing	24%	31%	43%	6%	10%
School of Pharmacy	54%	12%	33%	10%	11%
BCH Oakland	29%	44%	27%	2%	4%
VA	33%	34%	23%	10%	5%
ZSFG	40%	28%	28%	8%	8%
Women	35%	30%	34%	6%	8%
Men	46%	28%	26%	12%	8%
LGBTQ+	33%	33%	34%	7%	9%
White	43%	28%	29%	8%	7%
Asian	39%	31%	29%	10%	6%
Hispanic	33%	33%	33%	7%	9%
Black/AA	26%	29%	43%	3%	13%
Multiracial	26%	34%	37%	5%	11%
Age: <40	34%	35%	27%	5%	6%
40-49	38%	27%	34%	11%	9%
50-59	37%	29%	33%	11%	10%
60+	50%	23%	25%	12%	3%
Has disability	29%	31%	39%	7%	11%
Has mentor	40%	31%	28%	9%	7%

Faculty/Academics: University Service Responsibilities

Q28d. As a faculty member at UCSF, I feel (or felt): I am burdened by university service responsibilities (e.g. committee memberships, departmental work assignments, teaching load) beyond those of my colleagues

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	30%	33%	35%	10%	6%
Non-faculty academics	7%	50%	26%	3%	5%
Recall	13%	40%	40%	3%	11%
Series: Adjunct	20%	34%	43%	7%	7%
Clinical	38%	29%	31%	12%	6%
HS Clinical	28%	37%	34%	9%	5%
In Residence	31%	27%	38%	9%	6%
Ladder Rank	38%	30%	30%	18%	10%
Rank: Instructor	21%	44%	28%	4%	6%
Assistant	29%	34%	34%	10%	5%
Associate	36%	29%	33%	10%	5%
Full	29%	32%	37%	10%	8%
School of Medicine	28%	33%	36%	9%	6%
School of Dentistry	45%	31%	23%	25%	3%
School of Nursing	52%	28%	21%	19%	4%
School of Pharmacy	41%	31%	27%	16%	5%
BCH Oakland	25%	47%	28%	9%	6%
VA	27%	23%	41%	16%	3%
ZSFG	28%	32%	37%	4%	7%
Women	33%	32%	35%	12%	6%
Men	27%	34%	38%	8%	7%
LGBTQ+	28%	33%	38%	10%	4%
White	27%	34%	39%	8%	6%
Asian	31%	33%	35%	10%	5%
Hispanic	37%	31%	32%	14%	9%
Black/AA	47%	24%	29%	23%	4%
Multiracial	38%	33%	25%	14%	7%
Age: <40	30%	31%	35%	10%	6%
40-49	35%	31%	33%	11%	5%
50-59	27%	37%	35%	10%	8%
60+	23%	35%	40%	9%	8%
Has disability	34%	34%	32%	15%	3%
Has mentor	32%	32%	35%	10%	6%

Faculty/Academics: Impact of Family Accommodation Policies

Q28e. As a faculty member at UCSF, I feel (or felt): In my department, faculty members who use family accommodation policies are disadvantaged in promotion or tenure

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Faculty	16%	48%	34%	3%	10%
Non-faculty academics	10%	61%	12%	3%	4%
Recall	7%	55%	27%	0%	6%
Series: Adjunct	22%	45%	28%	5%	8%
Clinical	13%	42%	44%	4%	12%
HS Clinical	17%	55%	27%	2%	7%
In Residence	16%	46%	33%	4%	9%
Ladder Rank	9%	37%	52%	3%	20%
Rank: Instructor	9%	70%	15%	0%	0%
Assistant	23%	48%	26%	5%	7%
Associate	15%	53%	30%	3%	9%
Full	10%	43%	45%	2%	14%
School of Medicine	17%	48%	32%	3%	9%
School of Dentistry	17%	43%	38%	9%	5%
School of Nursing	5%	54%	37%	1%	8%
School of Pharmacy	2%	36%	62%	0%	31%
BCH Oakland	9%	65%	27%	2%	8%
VA	23%	30%	38%	7%	8%
ZSFG	15%	52%	30%	4%	6%
Women	20%	51%	28%	3%	7%
Men	11%	46%	42%	2%	13%
LGBTQ+	16%	49%	33%	3%	7%
White	13%	47%	38%	2%	11%
Asian	20%	49%	30%	4%	7%
Hispanic	23%	50%	26%	8%	8%
Black/AA	14%	60%	26%	2%	9%
Multiracial	22%	46%	28%	4%	6%
Age: <40	21%	50%	25%	4%	7%
40-49	17%	47%	34%	4%	10%
50-59	12%	48%	37%	2%	10%
60+	6%	44%	48%	2%	15%
Has disability	22%	48%	28%	8%	9%
Has mentor	17%	49%	33%	4%	9%

Faculty/Academics: Caregiving Responsibilities

Q29. Do you have substantial parenting or caregiving responsibility? Mark all that apply.

	None	Child/ Children < 5	School-aged children	Adult children	Partner/ Senior
Faculty	31%	27%	35%	62%	11%
Non-faculty academics	64%	13%	18%	4%	8%
Recall	64%	4%	5%	12%	12%
Series: Adjunct	32%	32%	29%	68%	9%
Clinical	25%	24%	47%	50%	14%
HS Clinical	34%	30%	30%	69%	9%
In Residence	24%	25%	44%	53%	13%
Ladder Rank	36%	13%	32%	65%	19%
Rank: Instructor	49%	25%	17%	83%	15%
Assistant	35%	46%	21%	76%	1%
Associate	21%	34%	52%	46%	6%
Full	30%	5%	40%	58%	24%
School of Medicine	30%	27%	36%	62%	11%
School of Dentistry	25%	24%	40%	59%	16%
School of Nursing	39%	21%	31%	69%	7%
School of Pharmacy	37%	21%	31%	69%	23%
BCH Oakland	33%	15%	40%	59%	22%
VA	25%	35%	34%	66%	7%
ZSFG	26%	31%	37%	58%	10%
Women	29%	31%	35%	65%	11%
Men	35%	22%	37%	63%	12%
LGBTQ+	52%	16%	19%	79%	8%
White	35%	22%	34%	65%	13%
Asian	27%	31%	41%	59%	11%
Hispanic	29%	37%	31%	69%	10%
Black/AA	48%	23%	20%	80%	7%
Multiracial	23%	40%	27%	71%	10%
Age: <40	40%	48%	12%	84%	0%
40-49	19%	32%	60%	39%	3%
50-59	22%	2%	48%	50%	33%
60+	53%	1%	6%	92%	25%
Has disability	28%	21%	37%	62%	12%
Has mentor	30%	33%	35%	63%	9%

Faculty/Academics: Impact of Caregiving Responsibilities (Table 1)

Q30. [IF Q29=ANY BUT NONE, N=1,471] Please mark all that apply. Since the COVID-19 pandemic, my caregiving responsibilities have negatively impacted:

	Productivity	Work schedule	Ability to concentrate	Hours available to work	Ability to work on-site at UCSF
Faculty	62%	60%	61%	51%	48%
Non-faculty academics	43%	53%	51%	35%	41%
Recall	41%	40%	27%	35%	52%
Series: Adjunct	66%	67%	67%	58%	61%
Clinical	59%	56%	57%	45%	41%
HS Clinical	62%	55%	60%	49%	44%
In Residence	66%	70%	66%	59%	53%
Ladder Rank	59%	63%	57%	52%	51%
Rank: Instructor	68%	46%	64%	46%	44%
Assistant	71%	67%	68%	66%	52%
Associate	68%	68%	70%	57%	59%
Full	50%	50%	49%	36%	37%
School of Medicine	63%	60%	61%	51%	47%
School of Dentistry	54%	53%	52%	50%	39%
School of Nursing	64%	61%	74%	52%	55%
School of Pharmacy	55%	69%	56%	53%	66%
BCH Oakland	56%	40%	46%	45%	44%
VA	65%	60%	72%	59%	45%
ZSFG	64%	61%	64%	53%	47%
Women	63%	59%	66%	53%	48%
Men	61%	60%	53%	49%	48%
LGBTQ+	64%	59%	69%	51%	43%
White	61%	57%	62%	51%	50%
Asian	62%	62%	59%	53%	46%
Hispanic	69%	68%	62%	49%	48%
Black/AA	67%	61%	58%	42%	35%
Multiracial	52%	52%	53%	44%	43%
Age: <40	72%	67%	71%	69%	56%
40-49	70%	71%	71%	59%	55%
50-59	50%	44%	46%	33%	38%
60+	28%	32%	26%	14%	17%
Has disability	74%	65%	74%	58%	49%
Has mentor	65%	64%	64%	57%	52%

Faculty/Academics: Impact of Caregiving Responsibilities (Table 2)

Q30. [IF Q29=ANY BUT NONE, N=1,471] Please mark all that apply. Since the COVID-19 pandemic, my caregiving responsibilities have negatively impacted:

	Ability to volunteer for committee/ workgroups	Ability to attend meetings	Career development	Ability to take leadership roles	Ability to mentor
Faculty	44%	45%	44%	33%	33%
Non-faculty academics	38%	29%	37%	25%	16%
Recall	18%	32%	7%	21%	28%
Series: Adjunct	46%	43%	49%	35%	35%
Clinical	33%	42%	40%	29%	34%
HS Clinical	52%	47%	45%	34%	31%
In Residence	41%	47%	42%	32%	34%
Ladder Rank	35%	43%	42%	36%	31%
Rank: Instructor	61%	43%	43%	34%	24%
Assistant	54%	53%	55%	40%	33%
Associate	49%	51%	49%	36%	39%
Full	30%	34%	31%	25%	29%
School of Medicine	45%	46%	44%	33%	33%
School of Dentistry	40%	36%	48%	29%	37%
School of Nursing	35%	34%	40%	30%	28%
School of Pharmacy	35%	40%	38%	39%	30%
BCH Oakland	52%	58%	30%	36%	42%
VA	55%	34%	57%	12%	26%
ZSFG	46%	44%	45%	35%	37%
Women	46%	45%	45%	37%	36%
Men	38%	46%	40%	27%	30%
LGBTQ+	49%	45%	44%	30%	33%
White	45%	43%	42%	33%	35%
Asian	38%	48%	42%	33%	32%
Hispanic	45%	45%	52%	32%	32%
Black/AA	38%	40%	41%	25%	32%
Multiracial	38%	46%	41%	30%	26%
Age: <40	60%	58%	54%	42%	37%
40-49	48%	49%	50%	37%	36%
50-59	29%	35%	33%	24%	28%
60+	18%	14%	16%	15%	17%
Has disability	50%	44%	54%	42%	37%
Has mentor	45%	48%	44%	33%	34%

Staff: Career Satisfaction**Q1. Thinking overall, how satisfied are you with your career at UCSF?**

	Very satisfied/ fairly satisfied	Neutral	Very dissatisfied/ fairly dissatisfied	Very satisfied	Very dissatisfied
Total	74%	16%	10%	30%	3%
Union	73%	17%	10%	30%	3%
Non-Union	76%	15%	8%	30%	2%
UCSF Health	74%	16%	10%	32%	3%
Campus	74%	17%	9%	26%	2%
School of Medicine	75%	17%	8%	25%	1%
School of Dentistry	46%	33%	21%	22%	4%
School of Nursing	61%	19%	11%	24%	5%
School of Pharmacy	75%	18%	6%	22%	2%
Executive Vice Chancellor	75%	15%	10%	25%	4%
Finance & Administration	75%	16%	9%	35%	3%
Benioff Children's Hospital	68%	18%	13%	29%	3%
BCH Oakland	62%	21%	15%	25%	4%
BCH San Francisco	78%	12%	10%	36%	1%
Fresno	86%	9%	5%	44%	2%
ZSFG	78%	16%	6%	31%	1%
Women	75%	16%	9%	30%	2%
Men	76%	15%	9%	34%	3%
Trans/non-binary	57%	30%	12%	20%	4%
LGBQ+	71%	16%	12%	28%	3%
White	78%	13%	8%	33%	2%
Asian	76%	17%	8%	29%	2%
Hispanic	73%	17%	10%	33%	2%
Black/AA	67%	18%	15%	32%	6%
Native American	59%	35%	6%	37%	0%
Pacific Islander	75%	14%	10%	40%	5%
Multiracial	70%	18%	12%	21%	3%
Age: <30	74%	18%	8%	24%	2%
30-40	71%	18%	10%	24%	3%
40-50	73%	17%	10%	31%	3%
50-60	76%	13%	10%	38%	4%
60+	80%	12%	7%	45%	2%
Has disability	63%	21%	15%	21%	4%
Has mentor	85%	10%	5%	38%	2%

Staff: Stay at UCSF**Q2. Would you like to stay at UCSF for the rest of your career?**

	Yes	No	Undecided
Total	59%	10%	31%
Union	59%	10%	30%
Non-Union	59%	9%	32%
UCSF Health	63%	8%	29%
Campus	52%	13%	35%
School of Medicine	47%	15%	37%
School of Dentistry	50%	11%	39%
School of Nursing	41%	11%	42%
School of Pharmacy	53%	14%	33%
Executive Vice Chancellor	52%	12%	35%
Finance & Administration	71%	6%	23%
Benioff Children's Hospital	56%	11%	32%
BCH Oakland	54%	12%	34%
BCH San Francisco	60%	10%	29%
Fresno	70%	7%	23%
ZSFG	54%	11%	34%
Women	60%	9%	31%
Men	63%	9%	28%
Trans/non-binary	42%	16%	41%
LGBQ+	52%	14%	33%
White	58%	11%	31%
Asian	62%	8%	30%
Hispanic	61%	8%	30%
Black/AA	63%	12%	25%
Native American	60%	4%	36%
Pacific Islander	75%	3%	22%
Multiracial	46%	12%	42%
Age: <30	32%	22%	46%
30-40	49%	12%	39%
40-50	65%	7%	27%
50-60	77%	4%	18%
60+	85%	3%	11%
Has disability	49%	16%	35%
Has mentor	61%	9%	30%

Staff: Work Support**Q26a. As a UCSF employee, I feel: I have adequate support to do my job**

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	58%	17%	23%	18%	7%
Union	57%	17%	24%	18%	7%
Non-Union	61%	16%	22%	19%	7%
UCSF Health	55%	18%	26%	16%	8%
Campus	64%	15%	19%	20%	5%
School of Medicine	65%	14%	19%	21%	5%
School of Dentistry	43%	24%	29%	13%	13%
School of Nursing	60%	14%	22%	24%	9%
School of Pharmacy	62%	10%	26%	17%	8%
Executive Vice Chancellor	61%	16%	21%	22%	7%
Finance & Administration	64%	18%	16%	21%	5%
Benioff Children's Hospital	48%	17%	34%	13%	12%
BCH Oakland	40%	17%	41%	11%	16%
BCH San Francisco	60%	16%	22%	15%	5%
Fresno	71%	12%	17%	27%	4%
ZSFG	66%	14%	19%	23%	4%
Women	58%	17%	24%	17%	8%
Men	63%	17%	20%	21%	6%
Trans/non-binary	54%	16%	30%	12%	10%
LGBQ+	57%	15%	28%	18%	8%
White	58%	14%	28%	18%	7%
Asian	63%	19%	18%	18%	6%
Hispanic	58%	18%	23%	21%	8%
Black/AA	54%	19%	25%	17%	10%
Native American	63%	4%	25%	23%	5%
Pacific Islander	63%	15%	21%	21%	10%
Multiracial	53%	19%	27%	18%	8%
Age: <30	66%	14%	18%	23%	6%
30-40	55%	17%	26%	17%	8%
40-50	57%	18%	24%	17%	8%
50-60	58%	18%	23%	18%	7%
60+	60%	17%	20%	18%	7%
Has disability	46%	17%	36%	13%	13%
Has mentor	71%	12%	16%	27%	4%

Staff: Comfort with Workload**Q26b. As a UCSF employee, I feel: I am comfortable with my workload**

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	55%	17%	27%	16%	9%
Union	56%	17%	25%	17%	8%
Non-Union	53%	15%	30%	14%	9%
UCSF Health	53%	17%	28%	15%	9%
Campus	59%	15%	24%	18%	7%
School of Medicine	61%	14%	23%	18%	7%
School of Dentistry	40%	18%	40%	12%	17%
School of Nursing	64%	4%	31%	22%	12%
School of Pharmacy	49%	23%	26%	14%	12%
Executive Vice Chancellor	55%	15%	29%	15%	8%
Finance & Administration	59%	17%	22%	18%	7%
Benioff Children's Hospital	50%	16%	32%	14%	13%
BCH Oakland	43%	17%	38%	12%	16%
BCH San Francisco	62%	15%	22%	16%	8%
Fresno	63%	13%	24%	29%	5%
ZSFG	65%	13%	21%	22%	5%
Women	55%	16%	28%	16%	9%
Men	59%	17%	23%	18%	7%
Trans/non-binary	42%	23%	35%	9%	18%
LGBQ+	53%	15%	31%	16%	9%
White	55%	14%	31%	15%	9%
Asian	58%	19%	23%	16%	8%
Hispanic	56%	18%	26%	18%	9%
Black/AA	56%	15%	27%	19%	11%
Native American	64%	20%	12%	27%	3%
Pacific Islander	61%	18%	21%	17%	9%
Multiracial	52%	17%	30%	16%	8%
Age: <30	61%	16%	22%	20%	7%
30-40	52%	16%	30%	16%	10%
40-50	55%	17%	27%	15%	9%
50-60	56%	17%	26%	15%	8%
60+	56%	18%	24%	17%	8%
Has disability	45%	17%	37%	12%	15%
Has mentor	65%	13%	21%	22%	5%

Staff: Guidance from Colleagues

Q26c. As a UCSF employee, I feel: I have colleagues/coworkers who give my job/career advice or guidance when I need it

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	65%	20%	14%	22%	5%
Union	65%	19%	14%	22%	4%
Non-Union	63%	20%	16%	20%	5%
UCSF Health	65%	20%	14%	22%	5%
Campus	64%	19%	15%	22%	5%
School of Medicine	66%	18%	14%	23%	4%
School of Dentistry	48%	23%	26%	13%	10%
School of Nursing	48%	26%	26%	11%	14%
School of Pharmacy	66%	14%	17%	17%	11%
Executive Vice Chancellor	63%	20%	15%	23%	6%
Finance & Administration	60%	22%	16%	21%	4%
Benioff Children's Hospital	63%	21%	14%	20%	5%
BCH Oakland	58%	23%	16%	19%	6%
BCH San Francisco	71%	17%	11%	21%	4%
Fresno	64%	21%	15%	32%	3%
ZSFG	65%	19%	13%	24%	4%
Women	67%	18%	14%	22%	4%
Men	63%	22%	14%	22%	4%
Trans/non-binary	57%	21%	22%	14%	10%
LGBQ+	64%	19%	16%	22%	4%
White	68%	18%	14%	23%	4%
Asian	68%	19%	12%	22%	4%
Hispanic	61%	22%	16%	21%	5%
Black/AA	55%	22%	21%	20%	8%
Native American	71%	18%	2%	29%	0%
Pacific Islander	72%	15%	11%	27%	7%
Multiracial	62%	20%	16%	21%	5%
Age: <30	76%	13%	9%	31%	2%
30-40	67%	18%	13%	23%	4%
40-50	62%	19%	17%	20%	6%
50-60	59%	23%	17%	18%	6%
60+	54%	28%	15%	16%	6%
Has disability	57%	21%	21%	16%	7%
Has mentor	83%	11%	4%	35%	1%

Staff: Work-life Integration

Q27a. As a UCSF employee, I feel: My organization provides adequate support for me to manage work-life integration

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	53%	25%	21%	14%	7%
Union	51%	26%	22%	13%	7%
Non-Union	57%	22%	20%	16%	6%
UCSF Health	50%	25%	24%	13%	8%
Campus	58%	24%	16%	16%	5%
School of Medicine	58%	24%	17%	16%	5%
School of Dentistry	29%	36%	29%	7%	9%
School of Nursing	61%	24%	15%	10%	7%
School of Pharmacy	58%	23%	17%	16%	8%
Executive Vice Chancellor	60%	24%	15%	16%	6%
Finance & Administration	60%	21%	17%	19%	6%
Benioff Children's Hospital	45%	25%	29%	11%	10%
BCH Oakland	41%	27%	31%	11%	12%
BCH San Francisco	52%	21%	26%	10%	8%
Fresno	67%	24%	10%	22%	5%
ZSFG	58%	25%	16%	18%	5%
Women	52%	25%	22%	14%	7%
Men	58%	24%	18%	17%	6%
Trans/non-binary	39%	29%	32%	9%	7%
LGBQ+	50%	24%	25%	13%	8%
White	53%	22%	23%	15%	6%
Asian	57%	26%	17%	14%	6%
Hispanic	50%	26%	23%	16%	9%
Black/AA	50%	26%	23%	13%	10%
Native American	47%	27%	23%	25%	0%
Pacific Islander	60%	23%	16%	20%	9%
Multiracial	49%	26%	25%	13%	8%
Age: <30	58%	22%	18%	16%	6%
30-40	49%	24%	26%	13%	9%
40-50	51%	25%	22%	15%	7%
50-60	55%	26%	18%	15%	6%
60+	55%	27%	16%	14%	6%
Has disability	40%	26%	33%	10%	12%
Has mentor	65%	19%	15%	22%	4%

Staff: Inclusion in Career Opportunities

Q27b. As a UCSF employee, I feel: I am included in opportunities that will help my career as much as others in similar positions

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	50%	27%	21%	13%	8%
Union	50%	27%	22%	13%	8%
Non-Union	50%	27%	21%	13%	7%
UCSF Health	50%	27%	22%	13%	8%
Campus	49%	28%	20%	14%	6%
School of Medicine	50%	28%	20%	14%	6%
School of Dentistry	28%	34%	32%	6%	13%
School of Nursing	37%	28%	34%	13%	18%
School of Pharmacy	41%	33%	23%	11%	11%
Executive Vice Chancellor	51%	30%	18%	14%	6%
Finance & Administration	52%	27%	18%	16%	7%
Benioff Children's Hospital	43%	28%	27%	10%	11%
BCH Oakland	37%	30%	30%	9%	12%
BCH San Francisco	52%	25%	22%	12%	9%
Fresno	57%	20%	23%	16%	7%
ZSFG	50%	28%	20%	16%	6%
Women	50%	28%	22%	13%	7%
Men	55%	26%	18%	16%	7%
Trans/non-binary	38%	33%	28%	9%	12%
LGBQ+	49%	26%	24%	15%	8%
White	54%	24%	20%	14%	6%
Asian	54%	28%	18%	13%	6%
Hispanic	45%	30%	25%	13%	9%
Black/AA	41%	28%	29%	10%	12%
Native American	38%	37%	20%	17%	0%
Pacific Islander	56%	27%	16%	18%	6%
Multiracial	47%	28%	25%	16%	10%
Age: <30	58%	24%	16%	16%	4%
30-40	50%	26%	23%	13%	8%
40-50	48%	27%	24%	13%	9%
50-60	47%	30%	21%	13%	8%
60+	43%	34%	21%	10%	7%
Has disability	38%	30%	31%	9%	13%
Has mentor	68%	20%	11%	22%	3%

Staff: Resources for Professional Development

Q27c. As a UCSF employee, I feel: UCSF provides me with resources to pursue training/professional development opportunities

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	56%	23%	20%	15%	7%
Union	53%	24%	21%	14%	8%
Non-Union	61%	21%	17%	16%	5%
UCSF Health	54%	22%	22%	14%	8%
Campus	59%	24%	16%	16%	5%
School of Medicine	58%	24%	16%	16%	4%
School of Dentistry	36%	40%	22%	7%	9%
School of Nursing	44%	32%	23%	10%	7%
School of Pharmacy	57%	20%	20%	17%	13%
Executive Vice Chancellor	61%	23%	14%	16%	5%
Finance & Administration	61%	22%	15%	18%	5%
Benioff Children's Hospital	48%	23%	28%	10%	11%
BCH Oakland	38%	26%	34%	9%	13%
BCH San Francisco	64%	17%	18%	13%	7%
Fresno	71%	19%	11%	19%	5%
ZSFG	61%	23%	15%	19%	5%
Women	57%	23%	20%	14%	7%
Men	59%	22%	18%	18%	7%
Trans/non-binary	46%	26%	26%	8%	8%
LGBQ+	55%	23%	22%	15%	7%
White	59%	19%	21%	16%	6%
Asian	59%	24%	16%	14%	6%
Hispanic	52%	25%	22%	15%	8%
Black/AA	51%	23%	24%	13%	11%
Native American	52%	35%	12%	25%	2%
Pacific Islander	64%	24%	12%	22%	4%
Multiracial	53%	24%	23%	14%	7%
Age: <30	60%	22%	16%	15%	5%
30-40	54%	22%	23%	13%	8%
40-50	55%	23%	21%	15%	8%
50-60	57%	24%	17%	16%	6%
60+	55%	26%	17%	14%	5%
Has disability	45%	25%	30%	11%	12%
Has mentor	70%	17%	12%	23%	3%

Staff: Procedures for Career Advancement**Q27d. As a UCSF employee, I feel: There are clear procedures for career advancement**

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	36%	27%	35%	9%	13%
Union	40%	27%	32%	10%	12%
Non-Union	27%	28%	43%	7%	15%
UCSF Health	39%	26%	33%	10%	12%
Campus	30%	29%	40%	8%	14%
School of Medicine	30%	28%	40%	8%	14%
School of Dentistry	18%	36%	41%	5%	20%
School of Nursing	18%	24%	58%	2%	30%
School of Pharmacy	26%	28%	43%	7%	21%
Executive Vice Chancellor	32%	26%	41%	9%	13%
Finance & Administration	35%	31%	32%	9%	12%
Benioff Children's Hospital	33%	27%	38%	7%	16%
BCH Oakland	24%	32%	43%	5%	18%
BCH San Francisco	49%	20%	30%	10%	11%
Fresno	40%	34%	26%	13%	12%
ZSFG	34%	26%	39%	11%	13%
Women	36%	28%	36%	9%	12%
Men	39%	28%	32%	12%	13%
Trans/non-binary	17%	28%	53%	5%	20%
LGBQ+	32%	26%	42%	10%	15%
White	33%	26%	40%	8%	13%
Asian	42%	30%	28%	10%	10%
Hispanic	35%	28%	36%	11%	13%
Black/AA	31%	27%	40%	9%	15%
Native American	33%	36%	28%	20%	9%
Pacific Islander	48%	31%	21%	18%	7%
Multiracial	32%	23%	45%	8%	18%
Age: <30	39%	29%	31%	10%	11%
30-40	36%	23%	40%	9%	16%
40-50	36%	25%	37%	10%	13%
50-60	35%	31%	32%	9%	11%
60+	33%	34%	31%	8%	9%
Has disability	24%	24%	51%	5%	20%
Has mentor	48%	25%	26%	15%	7%

Staff: Clarity of Performance Evaluation Process

Q27e. As a UCSF employee, I feel: The performance evaluation process is clear

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	59%	23%	17%	15%	6%
Union	58%	23%	17%	15%	6%
Non-Union	59%	21%	18%	15%	5%
UCSF Health	58%	23%	18%	15%	6%
Campus	60%	23%	16%	15%	5%
School of Medicine	60%	23%	15%	16%	4%
School of Dentistry	52%	28%	16%	12%	5%
School of Nursing	53%	22%	25%	11%	15%
School of Pharmacy	62%	16%	23%	15%	12%
Executive Vice Chancellor	62%	20%	16%	16%	7%
Finance & Administration	57%	24%	16%	16%	6%
Benioff Children's Hospital	56%	24%	18%	11%	7%
BCH Oakland	53%	26%	19%	11%	8%
BCH San Francisco	60%	21%	18%	11%	7%
Fresno	62%	27%	11%	21%	2%
ZSFG	63%	25%	11%	20%	3%
Women	60%	22%	16%	15%	5%
Men	60%	23%	16%	17%	5%
Trans/non-binary	44%	29%	27%	7%	9%
LGBQ+	57%	23%	20%	15%	7%
White	60%	20%	19%	15%	5%
Asian	63%	23%	13%	14%	4%
Hispanic	58%	25%	16%	17%	6%
Black/AA	55%	23%	20%	14%	9%
Native American	55%	26%	15%	31%	6%
Pacific Islander	65%	23%	11%	23%	5%
Multiracial	56%	22%	21%	16%	7%
Age: <30	61%	23%	15%	17%	4%
30-40	58%	22%	18%	15%	6%
40-50	58%	22%	18%	14%	6%
50-60	59%	24%	16%	15%	6%
60+	59%	23%	16%	14%	4%
Has disability	48%	26%	25%	10%	10%
Has mentor	71%	17%	11%	22%	3%

Staff: Fairness of Performance Evaluation Process

Q27f. As a UCSF employee, I feel: The performance evaluation process is fair

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	57%	27%	15%	14%	5%
Union	57%	27%	15%	14%	5%
Non-Union	57%	27%	15%	15%	5%
UCSF Health	57%	26%	16%	14%	6%
Campus	57%	28%	13%	15%	4%
School of Medicine	59%	28%	11%	15%	3%
School of Dentistry	44%	30%	20%	11%	6%
School of Nursing	43%	33%	24%	14%	16%
School of Pharmacy	55%	25%	20%	16%	6%
Executive Vice Chancellor	60%	25%	14%	17%	6%
Finance & Administration	54%	28%	16%	15%	5%
Benioff Children's Hospital	53%	28%	17%	11%	6%
BCH Oakland	50%	30%	18%	11%	6%
BCH San Francisco	57%	26%	16%	11%	6%
Fresno	59%	31%	10%	19%	4%
ZSFG	62%	28%	8%	18%	2%
Women	59%	26%	14%	14%	5%
Men	59%	27%	13%	17%	5%
Trans/non-binary	42%	37%	21%	9%	8%
LGBQ+	56%	27%	16%	15%	6%
White	59%	26%	14%	15%	4%
Asian	62%	26%	12%	14%	4%
Hispanic	55%	28%	16%	16%	6%
Black/AA	52%	30%	17%	12%	7%
Native American	58%	25%	13%	22%	6%
Pacific Islander	64%	23%	13%	21%	4%
Multiracial	56%	26%	18%	16%	6%
Age: <30	63%	27%	9%	17%	3%
30-40	58%	25%	15%	14%	5%
40-50	56%	27%	16%	15%	7%
50-60	54%	28%	16%	15%	5%
60+	54%	27%	16%	13%	4%
Has disability	46%	31%	22%	10%	8%
Has mentor	70%	21%	8%	22%	2%

Staff: Caregiving Responsibilities

Q29. Do you have substantial parenting or caregiving responsibilities? Mark all that apply.

	None	Child/ children < 5	School aged children	Adult children	Partner/ Senior
Total	48%	14%	22%	11%	17%
Union	50%	14%	22%	10%	17%
Non-Union	45%	15%	24%	11%	18%
UCSF Health	45%	16%	25%	12%	18%
Campus	54%	11%	18%	9%	16%
School of Medicine	59%	10%	16%	7%	15%
School of Dentistry	40%	15%	28%	15%	15%
School of Nursing	51%	10%	14%	8%	18%
School of Pharmacy	61%	7%	15%	6%	15%
Executive Vice Chancellor	51%	12%	17%	10%	16%
Finance & Administration	44%	12%	26%	13%	17%
Benioff Children's Hospital	40%	16%	31%	15%	19%
BCH Oakland	36%	17%	34%	17%	21%
BCH San Francisco	47%	16%	26%	12%	15%
Fresno	40%	18%	32%	13%	15%
ZSFG	54%	12%	19%	8%	18%
Women	46%	15%	24%	12%	19%
Men	55%	13%	20%	8%	13%
Trans/non-binary	69%	8%	12%	3%	12%
LGBQ+	69%	6%	9%	5%	15%
White	53%	14%	20%	10%	13%
Asian	49%	15%	23%	10%	19%
Hispanic	46%	14%	27%	12%	19%
Black/AA	41%	13%	27%	16%	19%
Native American	40%	16%	25%	5%	19%
Pacific Islander	38%	19%	29%	15%	21%
Multiracial	47%	16%	22%	11%	23%
Age: <30	83%	5%	2%	1%	7%
30-40	48%	28%	18%	2%	14%
40-50	31%	16%	46%	15%	18%
50-60	40%	2%	24%	23%	25%
60+	58%	1%	4%	19%	23%
Has disability	51%	10%	19%	11%	23%
Has mentor	53%	15%	21%	9%	15%

Staff: Impact of Caregiving Responsibilities (Table 1)

Q30. [IF 2-9 IN Q29, N=5,103] Please mark all that apply. Since the COVID-19 pandemic, my caregiving responsibilities have negatively impacted:

	Work schedule	Ability to concentrate	Ability to volunteer for committee/ workgroups	Career development	Ability to work on-site at UCSF
Total	39%	33%	25%	25%	23%
Union	39%	30%	24%	25%	19%
Non-Union	37%	38%	27%	27%	33%
UCSF Health	40%	31%	25%	25%	20%
Campus	36%	36%	24%	26%	31%
School of Medicine	39%	39%	27%	27%	35%
School of Dentistry	30%	18%	10%	23%	16%
School of Nursing	41%	41%	20%	45%	31%
School of Pharmacy	34%	41%	27%	18%	38%
Executive Vice Chancellor	38%	39%	22%	27%	35%
Finance & Administration	28%	28%	17%	20%	22%
Benioff Children's Hospital	43%	31%	30%	27%	16%
BCH Oakland	41%	31%	24%	25%	16%
BCH San Francisco	46%	31%	42%	32%	16%
Fresno	25%	19%	21%	20%	27%
ZSFG	44%	34%	27%	28%	32%
Women	39%	33%	27%	26%	23%
Men	37%	32%	21%	22%	22%
Trans/non-binary	42%	37%	15%	27%	24%
LGBQ+	41%	36%	27%	26%	28%
White	40%	39%	34%	27%	27%
Asian	38%	30%	19%	24%	23%
Hispanic	38%	30%	23%	26%	22%
Black/AA	35%	29%	19%	21%	16%
Native American	36%	42%	21%	27%	25%
Pacific Islander	35%	15%	16%	16%	13%
Multiracial	43%	38%	30%	31%	25%
Age: <30	44%	36%	17%	22%	22%
30-40	48%	40%	31%	34%	27%
40-50	41%	32%	27%	27%	25%
50-60	27%	25%	17%	15%	18%
60+	19%	22%	19%	12%	15%
Has disability	45%	48%	33%	34%	30%
Has mentor	38%	32%	28%	24%	24%

Staff: Impact of Caregiving Responsibilities (Table 2)

Q30. [IF 2-9 IN Q29, N=5,103] Please mark all that apply. Since the COVID-19 pandemic, my caregiving responsibilities have negatively impacted:

	Ability to work on-site at UCSF	Hours available to work	Ability to attend meetings	Ability to take leadership roles	Ability to mentor
Total	23%	21%	16%	15%	10%
Union	19%	21%	17%	15%	9%
Non-Union	33%	21%	13%	16%	13%
UCSF Health	20%	21%	18%	15%	10%
Campus	31%	21%	12%	15%	10%
School of Medicine	35%	24%	13%	17%	11%
School of Dentistry	16%	14%	13%	10%	8%
School of Nursing	31%	12%	17%	9%	6%
School of Pharmacy	38%	25%	9%	15%	13%
Executive Vice Chancellor	35%	20%	10%	16%	11%
Finance & Administration	22%	14%	7%	11%	8%
Benioff Children's Hospital	16%	25%	24%	17%	12%
BCH Oakland	16%	25%	20%	14%	11%
BCH San Francisco	16%	27%	31%	24%	14%
Fresno	27%	21%	6%	13%	4%
ZSFG	32%	25%	14%	18%	12%
Women	23%	21%	16%	15%	10%
Men	22%	19%	16%	15%	10%
Trans/non-binary	24%	26%	15%	11%	8%
LGBQ+	28%	21%	16%	17%	11%
White	27%	25%	22%	19%	15%
Asian	23%	18%	13%	12%	7%
Hispanic	22%	20%	12%	14%	9%
Black/AA	16%	16%	13%	11%	8%
Native American	25%	15%	21%	13%	7%
Pacific Islander	13%	17%	14%	8%	11%
Multiracial	25%	26%	22%	20%	12%
Age: <30	22%	23%	12%	10%	6%
30-40	27%	27%	21%	21%	12%
40-50	25%	23%	17%	15%	11%
50-60	18%	12%	10%	10%	7%
60+	15%	10%	11%	9%	9%
Has disability	30%	26%	19%	24%	14%
Has mentor	24%	21%	15%	16%	12%

Learners: Climate in Classes

Q5. Overall, how comfortable are you with the climate in your classes? [EXCLUDING NO ANSWER AND NOT APPLICABLE]

	Very comfortable/ comfortable	Neutral	Very uncomfortable/ uncomfortable	Very comfortable	Very uncomfortable
Total	84%	11%	6%	33%	1%
All students	81%	11%	8%	27%	1%
Professional students	82%	11%	7%	26%	1%
PhD/Masters students	80%	12%	8%	29%	1%
Fellows	89%	9%	2%	47%	0%
Postdocs	82%	16%	2%	26%	1%
Residents	91%	7%	2%	47%	0%
School of Medicine	88%	9%	3%	39%	0%
School of Dentistry	66%	21%	13%	16%	5%
School of Nursing	76%	13%	11%	22%	1%
School of Pharmacy	84%	12%	4%	23%	0%
Graduate Division	82%	10%	8%	33%	1%
First generation college	82%	11%	7%	31%	1%
Women	83%	11%	6%	28%	1%
Men	85%	10%	4%	39%	1%
Trans/non-binary	68%	12%	20%	16%	2%
LGBQ+	81%	10%	9%	31%	1%
White	84%	10%	6%	37%	1%
Asian	85%	12%	3%	28%	1%
Hispanic	84%	9%	7%	33%	0%
Black/AA	77%	9%	14%	29%	1%
Multiracial	84%	9%	7%	32%	1%
Age: <30	85%	9%	5%	30%	1%
30-40	83%	11%	5%	38%	1%
40-50	75%	19%	5%	30%	0%
50+	63%	16%	21%	11%	4%
Has disability	75%	14%	11%	23%	2%
Has mentor	87%	9%	4%	37%	1%

Learners: Climate in Clinical Learning Environments

Q6. Overall, how comfortable are you with the climate in your clinical learning environments? [EXCLUDING NO ANSWER AND NOT APPLICABLE]

	Very comfortable/ comfortable	Neutral	Very uncomfortable/ uncomfortable	Very comfortable	Very uncomfortable
Total	80%	12%	7%	27%	2%
All students	75%	15%	10%	23%	3%
Professional students	75%	15%	10%	21%	4%
PhD/Masters students	74%	15%	11%	26%	1%
Fellows	85%	9%	6%	32%	1%
Postdocs	77%	18%	5%	26%	0%
Residents	90%	6%	4%	32%	0%
School of Medicine	86%	10%	4%	29%	1%
School of Dentistry	48%	23%	29%	15%	13%
School of Nursing	71%	16%	13%	20%	2%
School of Pharmacy	81%	15%	4%	22%	1%
Graduate Division	78%	14%	8%	32%	1%
First generation college	75%	15%	10%	27%	2%
Women	81%	11%	8%	23%	2%
Men	82%	11%	7%	31%	1%
Trans/non-binary	61%	19%	21%	8%	6%
LGBQ+	75%	12%	13%	24%	3%
White	83%	9%	9%	30%	2%
Asian	81%	14%	5%	24%	2%
Hispanic	81%	11%	8%	28%	1%
Black/AA	71%	15%	14%	14%	2%
Multiracial	81%	12%	6%	27%	1%
Age: <30	80%	13%	7%	25%	2%
30-40	82%	10%	8%	30%	2%
40-50	73%	19%	7%	24%	1%
50+	55%	36%	8%	4%	0%
Has disability	67%	18%	15%	17%	5%
Has mentor	85%	9%	6%	30%	1%

Learners: Clarity of Academic Standards

Q24a. As a student/trainee at UCSF, I feel: It is clear what I need to do to succeed academically [EXCLUDING DON'T KNOW AND NOT APPLICABLE]

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	73%	15%	12%	22%	3%
All students	71%	15%	14%	22%	3%
Professional students	78%	11%	11%	26%	2%
PhD/Masters students	64%	18%	18%	18%	5%
Fellows	75%	15%	10%	24%	3%
Postdocs	74%	15%	10%	22%	3%
Residents	75%	15%	10%	22%	2%
School of Medicine	75%	14%	10%	23%	2%
School of Dentistry	62%	14%	24%	14%	3%
School of Nursing	70%	15%	15%	18%	2%
School of Pharmacy	84%	12%	4%	32%	1%
Graduate Division	67%	17%	16%	20%	5%
First generation college	70%	17%	13%	23%	3%
Women	74%	14%	12%	20%	2%
Men	75%	15%	11%	25%	3%
Trans/non-binary	49%	24%	27%	9%	9%
LGBQ+	67%	18%	16%	14%	4%
White	72%	14%	14%	22%	3%
Asian	78%	15%	8%	23%	1%
Hispanic	67%	14%	19%	23%	3%
Black/AA	72%	16%	13%	15%	5%
Multiracial	76%	16%	8%	21%	2%
Age: <30	73%	15%	12%	21%	3%
30-40	73%	15%	12%	24%	2%
40-50	64%	21%	15%	23%	3%
50+	70%	7%	23%	7%	4%
Has disability	60%	19%	21%	13%	6%
Has mentor	76%	14%	10%	24%	2%

Learners: Career Preparedness

Q24b. As a student/trainee at UCSF, I feel: It is clear what I need to do to prepare myself for the next stages in my career [EXCLUDING DON'T KNOW AND NOT APPLICABLE]

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	66%	19%	15%	19%	3%
All students	62%	21%	16%	17%	4%
Professional students	68%	18%	14%	20%	3%
PhD/Masters students	55%	25%	20%	15%	5%
Fellows	72%	13%	15%	23%	3%
Postdocs	71%	18%	11%	24%	2%
Residents	69%	16%	15%	18%	2%
School of Medicine	70%	16%	14%	21%	2%
School of Dentistry	53%	22%	25%	11%	5%
School of Nursing	50%	22%	28%	13%	6%
School of Pharmacy	78%	16%	7%	27%	1%
Graduate Division	61%	24%	16%	17%	4%
First generation college	64%	21%	15%	21%	3%
Women	64%	20%	17%	17%	2%
Men	72%	16%	12%	23%	4%
Trans/non-binary	50%	28%	22%	7%	9%
LGBQ+	61%	23%	16%	13%	4%
White	65%	18%	16%	17%	4%
Asian	70%	19%	11%	21%	2%
Hispanic	63%	16%	20%	17%	4%
Black/AA	68%	17%	15%	14%	6%
Multiracial	63%	21%	16%	18%	3%
Age: <30	65%	20%	14%	17%	3%
30-40	68%	17%	15%	22%	3%
40-50	59%	17%	24%	20%	3%
50+	66%	20%	13%	7%	0%
Has disability	53%	21%	26%	11%	7%
Has mentor	71%	17%	12%	22%	2%

Learners: Fairness of Coursework Evaluations

Q24c. As a student/trainee at UCSF, I feel: In general, student coursework is evaluated fairly [EXCLUDING DON'T KNOW AND NOT APPLICABLE]

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	76%	16%	8%	24%	3%
All students	74%	16%	10%	23%	4%
Professional students	81%	11%	7%	28%	3%
PhD/Masters students	67%	20%	14%	18%	4%
Fellows	83%	12%	5%	30%	1%
Postdocs	80%	16%	4%	33%	1%
Residents	77%	18%	5%	19%	1%
School of Medicine	81%	14%	5%	26%	1%
School of Dentistry	67%	17%	16%	10%	8%
School of Nursing	74%	20%	7%	15%	1%
School of Pharmacy	83%	10%	7%	37%	3%
Graduate Division	68%	19%	14%	21%	4%
First generation college	74%	16%	10%	25%	5%
Women	76%	16%	8%	23%	2%
Men	77%	14%	9%	24%	4%
Trans/non-binary	54%	29%	16%	8%	3%
LGBQ+	70%	18%	12%	18%	4%
White	77%	16%	7%	22%	1%
Asian	81%	12%	7%	25%	2%
Hispanic	70%	18%	11%	25%	5%
Black/AA	70%	18%	12%	15%	5%
Multiracial	72%	18%	10%	22%	4%
Age: <30	77%	15%	8%	23%	3%
30-40	75%	16%	9%	25%	2%
40-50	68%	25%	6%	22%	1%
50+	66%	23%	11%	14%	7%
Has disability	58%	26%	16%	14%	5%
Has mentor	77%	15%	8%	25%	2%

Learners: Fairness of Clinical Performance Evaluations

Q24d. As a student/trainee at UCSF, I feel: In general, student clinical performance is evaluated fairly [EXCLUDING DON'T KNOW AND NOT APPLICABLE]

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	71%	18%	11%	21%	3%
All students	68%	19%	13%	21%	4%
Professional students	70%	17%	14%	22%	4%
PhD/Masters students	67%	22%	11%	19%	2%
Fellows	77%	16%	7%	23%	3%
Postdocs	75%	18%	7%	33%	5%
Residents	73%	18%	9%	19%	2%
School of Medicine	73%	18%	9%	21%	2%
School of Dentistry	48%	21%	31%	8%	13%
School of Nursing	70%	18%	12%	17%	2%
School of Pharmacy	83%	10%	7%	33%	2%
Graduate Division	70%	20%	10%	25%	3%
First generation college	71%	14%	14%	24%	4%
Women	71%	18%	11%	19%	3%
Men	74%	16%	9%	24%	3%
Trans/non-binary	48%	17%	35%	4%	4%
LGBQ+	66%	18%	15%	17%	3%
White	72%	18%	11%	22%	2%
Asian	73%	18%	9%	21%	3%
Hispanic	66%	19%	15%	21%	6%
Black/AA	70%	17%	13%	12%	5%
Multiracial	79%	10%	11%	20%	3%
Age: <30	72%	18%	10%	20%	2%
30-40	70%	18%	12%	23%	4%
40-50	64%	20%	15%	22%	6%
50+	77%	14%	9%	13%	4%
Has disability	55%	26%	19%	14%	6%
Has mentor	75%	17%	9%	24%	2%

Learners: Work Support for Learner Employees

Q26a. As a UCSF employee: I have adequate support to do my job

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	74%	13%	13%	27%	4%
All students	74%	12%	14%	33%	4%
Professional students	83%	10%	8%	44%	3%
PhD/Masters students	67%	14%	19%	24%	4%
Fellows	74%	14%	9%	31%	2%
Postdocs	75%	12%	12%	26%	6%
Residents	72%	14%	14%	23%	3%
School of Medicine	74%	14%	11%	29%	4%
School of Dentistry	72%	10%	18%	37%	8%
School of Nursing	68%	5%	27%	18%	5%
School of Pharmacy	85%	7%	8%	29%	1%
Graduate Division	69%	18%	13%	29%	4%
First generation college	74%	13%	13%	34%	3%
Women	70%	14%	16%	24%	4%
Men	78%	13%	9%	31%	4%
Trans/non-binary	71%	11%	18%	19%	0%
LGBQ+	70%	14%	17%	19%	5%
White	70%	13%	17%	29%	5%
Asian	76%	15%	9%	27%	4%
Hispanic	80%	4%	17%	26%	5%
Black/AA	74%	6%	17%	20%	0%
Multiracial	73%	18%	4%	21%	0%
Age: <30	79%	10%	10%	30%	2%
30-40	71%	15%	13%	27%	5%
40-50	74%	5%	20%	27%	8%
50+	43%	28%	29%	0%	0%
Has disability	65%	14%	21%	23%	9%
Has mentor	77%	12%	10%	30%	4%

Learners: Workload for Learner Employees

Q26b. As a UCSF employee: I am comfortable with my workload

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	69%	15%	16%	25%	3%
All students	72%	10%	17%	31%	2%
Professional students	85%	8%	7%	43%	1%
PhD/Masters students	62%	12%	26%	22%	3%
Fellows	69%	14%	14%	29%	3%
Postdocs	74%	15%	11%	23%	2%
Residents	60%	20%	21%	21%	5%
School of Medicine	70%	15%	14%	26%	3%
School of Dentistry	70%	16%	14%	34%	7%
School of Nursing	74%	0%	26%	13%	2%
School of Pharmacy	80%	13%	6%	30%	0%
Graduate Division	62%	17%	21%	29%	3%
First generation college	73%	14%	13%	31%	3%
Women	68%	13%	19%	23%	4%
Men	72%	17%	11%	27%	3%
Trans/non-binary	55%	16%	29%	19%	0%
LGBQ+	59%	22%	19%	18%	4%
White	69%	9%	22%	26%	3%
Asian	71%	19%	10%	25%	2%
Hispanic	64%	22%	14%	26%	3%
Black/AA	73%	13%	14%	9%	7%
Multiracial	66%	18%	11%	19%	5%
Age: <30	69%	17%	14%	28%	3%
30-40	69%	14%	16%	24%	3%
40-50	68%	10%	22%	24%	2%
50+	75%	0%	25%	14%	0%
Has disability	53%	16%	31%	18%	9%
Has mentor	73%	13%	14%	28%	2%

Learners: Guidance for Learner Employees

Q26c. As a UCSF employee: I have colleagues/coworkers who give me job/career advice or guidance when I need it.

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	85%	10%	5%	34%	2%
All students	82%	10%	8%	33%	3%
Professional students	82%	13%	5%	40%	1%
PhD/Masters students	82%	7%	11%	27%	5%
Fellows	90%	6%	1%	42%	0%
Postdocs	78%	14%	7%	31%	2%
Residents	93%	5%	2%	35%	0%
School of Medicine	86%	9%	4%	36%	1%
School of Dentistry	91%	4%	5%	41%	0%
School of Nursing	73%	13%	14%	22%	2%
School of Pharmacy	75%	21%	5%	33%	1%
Graduate Division	88%	4%	8%	31%	5%
First generation college	79%	14%	7%	36%	2%
Women	85%	9%	6%	33%	2%
Men	85%	10%	5%	35%	2%
Trans/non-binary	89%	11%	0%	27%	0%
LGBQ+	85%	9%	5%	29%	4%
White	86%	8%	6%	34%	2%
Asian	84%	11%	5%	35%	2%
Hispanic	92%	5%	3%	37%	1%
Black/AA	81%	11%	8%	23%	0%
Multiracial	77%	12%	7%	30%	3%
Age: <30	88%	8%	3%	35%	1%
30-40	83%	10%	6%	34%	2%
40-50	83%	9%	8%	33%	2%
50+	43%	42%	15%	25%	0%
Has disability	83%	11%	6%	31%	4%
Has mentor	88%	7%	4%	38%	1%

Learners: Work-life Integration for Learner Employees

Q27a. As a UCSF employee, I feel: My organization provides adequate support for me to manage work-life integration

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	57%	23%	19%	20%	6%
All students	63%	22%	13%	24%	3%
Professional students	77%	15%	6%	35%	1%
PhD/Masters students	51%	29%	19%	16%	5%
Fellows	55%	19%	23%	22%	3%
Postdocs	52%	28%	19%	19%	7%
Residents	59%	19%	22%	17%	8%
School of Medicine	56%	23%	20%	21%	6%
School of Dentistry	60%	17%	20%	27%	12%
School of Nursing	56%	22%	20%	12%	4%
School of Pharmacy	71%	17%	11%	26%	3%
Graduate Division	54%	28%	18%	21%	5%
First generation college	57%	24%	18%	23%	6%
Women	54%	24%	21%	17%	5%
Men	61%	22%	17%	23%	5%
Trans/non-binary	28%	38%	34%	11%	18%
LGBQ+	53%	24%	22%	14%	8%
White	48%	25%	27%	18%	5%
Asian	66%	22%	12%	22%	4%
Hispanic	53%	21%	26%	23%	12%
Black/AA	63%	20%	17%	6%	7%
Multiracial	55%	26%	12%	17%	3%
Age: <30	66%	22%	11%	21%	2%
30-40	52%	24%	23%	20%	7%
40-50	58%	19%	23%	21%	6%
50+	40%	46%	14%	0%	0%
Has disability	45%	27%	29%	18%	10%
Has mentor	61%	22%	17%	22%	5%

Learners: Career Opportunities for Learner Employees

Q27b. As a UCSF employee, I feel: I am included in opportunities that will help my career as much as others in similar positions

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	71%	20%	8%	25%	1%
All students	69%	24%	7%	26%	1%
Professional students	77%	17%	5%	34%	0%
PhD/Masters students	62%	29%	9%	21%	2%
Fellows	75%	14%	7%	27%	1%
Postdocs	68%	21%	11%	24%	3%
Residents	74%	20%	7%	25%	0%
School of Medicine	70%	20%	9%	26%	1%
School of Dentistry	79%	15%	3%	33%	0%
School of Nursing	71%	19%	10%	12%	2%
School of Pharmacy	80%	18%	2%	30%	0%
Graduate Division	58%	31%	11%	27%	3%
First generation college	71%	21%	8%	27%	1%
Women	69%	22%	9%	21%	1%
Men	74%	20%	7%	30%	1%
Trans/non-binary	36%	37%	26%	19%	0%
LGBQ+	67%	23%	11%	21%	2%
White	67%	24%	8%	27%	1%
Asian	76%	16%	8%	23%	1%
Hispanic	65%	25%	10%	29%	4%
Black/AA	73%	22%	5%	14%	0%
Multiracial	69%	19%	6%	17%	0%
Age: <30	78%	17%	4%	27%	1%
30-40	68%	22%	10%	25%	1%
40-50	66%	19%	15%	20%	5%
50+	43%	28%	29%	0%	0%
Has disability	59%	30%	11%	21%	2%
Has mentor	75%	18%	7%	28%	1%

Learners: Professional Development for Learner Employees

Q27c. As a UCSF employee, I feel: UCSF provides me with resources to pursue training/professional development opportunities

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	77%	18%	5%	27%	1%
All students	70%	23%	7%	27%	1%
Professional students	74%	19%	5%	33%	0%
PhD/Masters students	68%	25%	7%	23%	1%
Fellows	84%	9%	3%	25%	0%
Postdocs	79%	15%	6%	29%	1%
Residents	77%	20%	4%	25%	2%
School of Medicine	79%	16%	5%	29%	1%
School of Dentistry	64%	27%	6%	30%	0%
School of Nursing	71%	20%	9%	8%	0%
School of Pharmacy	83%	16%	1%	30%	0%
Graduate Division	67%	23%	9%	32%	2%
First generation college	79%	16%	5%	29%	1%
Women	74%	21%	5%	23%	0%
Men	81%	15%	4%	31%	2%
Trans/non-binary	61%	21%	18%	19%	18%
LGBQ+	73%	21%	6%	20%	3%
White	77%	18%	6%	28%	1%
Asian	79%	17%	3%	25%	1%
Hispanic	69%	24%	8%	29%	0%
Black/AA	81%	14%	5%	8%	2%
Multiracial	73%	19%	3%	28%	0%
Age: <30	80%	16%	3%	29%	0%
30-40	76%	18%	5%	27%	1%
40-50	72%	11%	17%	23%	2%
50+	43%	42%	15%	0%	0%
Has disability	73%	24%	3%	24%	0%
Has mentor	80%	15%	4%	30%	1%

Learners: Career Advancement Procedures for Learner Employees

Q27d. As a UCSF employee, I feel: There are clear procedures for career advancement

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	53%	31%	15%	18%	2%
All students	46%	35%	18%	17%	5%
Professional students	51%	36%	12%	23%	4%
PhD/Masters students	44%	33%	23%	12%	6%
Fellows	57%	28%	12%	18%	1%
Postdocs	51%	31%	18%	18%	2%
Residents	62%	29%	9%	18%	0%
School of Medicine	56%	30%	14%	20%	1%
School of Dentistry	41%	42%	14%	20%	0%
School of Nursing	41%	28%	29%	7%	10%
School of Pharmacy	60%	32%	8%	16%	0%
Graduate Division	43%	35%	22%	18%	7%
First generation college	58%	29%	13%	21%	2%
Women	51%	33%	16%	14%	2%
Men	57%	30%	13%	21%	2%
Trans/non-binary	27%	46%	26%	11%	0%
LGBQ+	45%	35%	21%	10%	5%
White	42%	35%	22%	15%	4%
Asian	62%	30%	7%	19%	1%
Hispanic	54%	27%	19%	24%	0%
Black/AA	46%	35%	18%	2%	0%
Multiracial	58%	31%	6%	12%	2%
Age: <30	58%	32%	9%	18%	1%
30-40	52%	30%	17%	18%	3%
40-50	43%	30%	27%	15%	2%
50+	32%	54%	14%	0%	0%
Has disability	41%	44%	15%	15%	3%
Has mentor	57%	27%	15%	20%	2%

Learners: Clarity of Performance Evaluation Process as Employee

Q27e. As a UCSF employee, I feel: The performance evaluation process is clear

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	59%	27%	14%	21%	2%
All students	58%	27%	14%	24%	2%
Professional students	68%	21%	11%	32%	0%
PhD/Masters students	51%	31%	17%	18%	3%
Fellows	64%	19%	14%	21%	1%
Postdocs	52%	33%	15%	17%	5%
Residents	67%	21%	13%	21%	0%
School of Medicine	61%	26%	13%	21%	2%
School of Dentistry	61%	13%	22%	27%	5%
School of Nursing	50%	29%	21%	12%	2%
School of Pharmacy	64%	27%	9%	22%	3%
Graduate Division	48%	32%	19%	22%	4%
First generation college	61%	28%	10%	23%	2%
Women	55%	29%	15%	16%	3%
Men	64%	24%	12%	25%	2%
Trans/non-binary	19%	47%	34%	11%	0%
LGBQ+	55%	31%	14%	16%	4%
White	52%	29%	19%	20%	4%
Asian	66%	26%	8%	20%	2%
Hispanic	54%	30%	16%	20%	0%
Black/AA	56%	14%	29%	13%	3%
Multiracial	63%	26%	6%	18%	0%
Age: <30	67%	24%	9%	22%	1%
30-40	55%	27%	17%	20%	3%
40-50	54%	38%	8%	16%	2%
50+	14%	46%	25%	0%	0%
Has disability	44%	37%	19%	17%	4%
Has mentor	63%	25%	11%	23%	2%

Learners: Fairness of Employee Performance Evaluation Process

Q27f. As a UCSF employee, I feel: The performance evaluation process is fair.

	Strongly agree/agree	Neither	Strongly disagree/disagree	Strongly agree	Strongly disagree
Total	63%	29%	6%	21%	2%
All students	64%	31%	5%	25%	1%
Professional students	73%	22%	5%	33%	0%
PhD/Masters students	57%	38%	6%	19%	1%
Fellows	65%	28%	4%	21%	2%
Postdocs	59%	34%	6%	19%	3%
Residents	66%	23%	9%	21%	2%
School of Medicine	64%	29%	6%	22%	2%
School of Dentistry	62%	20%	14%	27%	3%
School of Nursing	56%	34%	11%	9%	2%
School of Pharmacy	73%	25%	1%	24%	0%
Graduate Division	59%	37%	4%	26%	2%
First generation college	65%	27%	6%	23%	2%
Women	61%	33%	6%	16%	1%
Men	66%	26%	7%	26%	3%
Trans/non-binary	27%	54%	18%	11%	0%
LGBQ+	55%	31%	12%	14%	2%
White	57%	36%	6%	21%	2%
Asian	72%	21%	6%	22%	2%
Hispanic	56%	32%	9%	22%	2%
Black/AA	56%	44%	0%	10%	0%
Multiracial	61%	29%	5%	15%	0%
Age: <30	70%	26%	2%	23%	0%
30-40	60%	30%	9%	21%	3%
40-50	54%	41%	5%	16%	2%
50+	11%	89%	0%	0%	0%
Has disability	48%	43%	9%	18%	1%
Has mentor	67%	27%	4%	23%	1%

Learners: Usage of Campus Resources (Table 1)

Q40. If you used this resource in the past year, to what extent did it meet your needs?					
	Student Health & Counseling Services	Office of Career/Prof Development	Food Security for Students Program	Learning Resources Services	UCSF Police
<i>% used</i>					
Total	39%	37%	29%	23%	19%
All students	61%	43%	48%	24%	18%
Professional students	58%	40%	61%	28%	18%
PhD/Masters students	65%	48%	34%	20%	18%
Fellows	11%	15%	7%	10%	13%
Postdocs	19%	60%	11%	40%	28%
Residents	19%	17%	9%	10%	16%
School of Medicine	26%	32%	18%	21%	18%
School of Dentistry	55%	34%	64%	42%	26%
School of Nursing	46%	22%	26%	28%	14%
School of Pharmacy	49%	59%	53%	30%	21%
Graduate Division	65%	51%	39%	19%	18%
First generation college	40%	39%	36%	29%	17%
Women	39%	36%	28%	21%	15%
Men	35%	35%	25%	21%	19%
Trans/non-binary	60%	39%	32%	25%	13%
LGBQ+	45%	37%	30%	20%	15%
White	36%	36%	17%	13%	13%
Asian	38%	37%	35%	28%	22%
Hispanic	44%	35%	32%	21%	10%
Black/AA	38%	26%	26%	23%	19%
Multiracial	39%	37%	27%	22%	13%
Age: <30	51%	40%	42%	20%	16%
30-40	27%	36%	16%	25%	21%
40-50	31%	27%	13%	25%	20%
50+	21%	27%	7%	31%	14%
Has disability	55%	43%	32%	21%	15%
Has mentor	37%	38%	25%	22%	17%

Learners: Usage of Campus Resources (Table 2)

Q40. If you used this resource in the past year, to what extent did it meet your needs?					
<i>% used</i>	Intl Student Scholars Office	First Gen Support Services	CARE Advocate	Multicultural Resource Center	Family Services
Total	18%	15%	14%	12%	12%
All students	10%	21%	15%	14%	9%
Professional students	10%	25%	18%	18%	10%
PhD/Masters students	10%	18%	11%	9%	8%
Fellows	7%	7%	9%	9%	22%
Postdocs	56%	11%	18%	15%	16%
Residents	9%	9%	11%	9%	12%
School of Medicine	21%	12%	13%	13%	15%
School of Dentistry	25%	27%	21%	18%	14%
School of Nursing	6%	20%	10%	8%	8%
School of Pharmacy	19%	28%	19%	17%	13%
Graduate Division	11%	15%	14%	11%	7%
First generation college	21%	33%	16%	14%	11%
Women	15%	13%	12%	10%	11%
Men	18%	14%	12%	11%	10%
Trans/non-binary	9%	6%	19%	18%	8%
LGBQ+	10%	14%	14%	14%	8%
White	11%	5%	9%	5%	8%
Asian	25%	17%	16%	14%	13%
Hispanic	11%	26%	11%	14%	8%
Black/AA	11%	13%	11%	18%	12%
Multiracial	10%	13%	13%	9%	8%
Age: <30	12%	19%	15%	13%	8%
30-40	25%	12%	14%	12%	16%
40-50	15%	8%	8%	11%	13%
50+	6%	11%	16%	14%	13%
Has disability	10%	16%	16%	11%	10%
Has mentor	18%	13%	13%	12%	12%

Learners: Usage of Campus Resources (Table 3)

Q40. If you used this resource in the past year, to what extent did it meet your needs?

<i>% used</i>	Student Disability Services	Office of Prev. of Harassment/ Discrim.	LGBT Resource Center	Office of the Ombuds	Veteran Support Services
Total	12%	11%	10%	10%	8%
All students	16%	11%	12%	10%	7%
Professional students	17%	13%	15%	11%	10%
PhD/Masters students	15%	8%	9%	8%	4%
Fellows	7%	9%	7%	10%	7%
Postdocs	10%	13%	10%	12%	8%
Residents	8%	11%	9%	8%	8%
School of Medicine	11%	11%	10%	10%	8%
School of Dentistry	14%	20%	14%	14%	13%
School of Nursing	21%	8%	8%	7%	4%
School of Pharmacy	15%	13%	13%	13%	12%
Graduate Division	13%	9%	9%	9%	5%
First generation college	13%	11%	9%	9%	6%
Women	10%	8%	7%	8%	5%
Men	10%	9%	10%	8%	7%
Trans/non-binary	35%	22%	34%	14%	4%
LGBQ+	15%	11%	22%	9%	4%
White	10%	6%	6%	7%	3%
Asian	9%	11%	10%	10%	8%
Hispanic	13%	9%	9%	6%	4%
Black/AA	13%	13%	7%	9%	6%
Multiracial	11%	12%	11%	8%	8%
Age: <30	13%	11%	11%	9%	8%
30-40	11%	11%	10%	11%	8%
40-50	16%	10%	5%	6%	6%
50+	17%	10%	3%	10%	7%
Has disability	27%	10%	12%	9%	4%
Has mentor	11%	10%	10%	9%	7%